ROVEG
exotics, fruit and vegetables



Sustainability Report 2024

Content

1. Introduction 3
   1.1 Message from our CEO 3
   1.2 Business Highlights 2024 4
2. Company profile 6
   2.1 Mission & Vision 7
   2.2 Sustainability strategy 8
   2.3 Social impact 10
3. Business model 12
   3.1 About us 12
   3.2 Our brands 14
   3.3 Our Value Chain 16
   3.4 Stakeholders 20
4. Materiality Assessment 26
ESG 28
5. Environmental 30
   5.1 GHG Emissions 30
   5.2 Waste Management 32
   5.3 Packaging 34
6. Social 36
   6.1 Working conditions 37
   6.2 Training and development 38
   6.3 Health & Safety 40
7. Governance 41
   7.1 Responsible Sourcing 41
   7.2 Business Ethics 45
8. Fruktovaya Lavka 48
9. Looking ahead 52



1. Introduction

1.1 Message from our CEO

We are proud to present our first sustainability report. This publication is more than just facts and figures but it is a reflection of who we are, how we do business, what matters most to us, and how we manage our partnerships.

For 24 years in the fruit and vegetable industry, we have grown and adapted alongside a changing market. When we started, sustainability was not at the forefront in the way it is today. Over time, we have learned, listened, and evolved, shaping our company to reflect what is important not only for the market, but also for our customers, partners, and consumers.

We know we still have a long way to go but this report is an important first step and a clear signal of our commitment to sustainability. It is not about claiming perfection, but about embracing the journey with honesty and the determination to improve every year. Sustainability is now part of our core values, and we are working to embed it in every aspect of our business while finding the right balance between commercial priorities and long-term corporate responsibility.

None of this would be possible without the dedication of our employees, the hard work of our growers, and the trust of our customers and partners. To all of them, I express my deepest appreciation.

Together, we will continue to grow, connect, and deliver,

Henk Roodenburg
CEO Roveg Fruit B.V.



1.2 Business Highlights 2024

€195M turnover

total sales revenue





83,9M KG

sales volume of fruit and vegetables



458 suppliers

in 67 countries



634 customers

in 40 countries



443 product varieties

in our trade portfolio

TOP 10 PRODUCTS

ALL YEAR ROUND

Mango
Avocado
Exotics
Roots
Berries

SEASONAL

Citrus
Stone fruits
Melons
Pome fruits
Grapes

158
employees on payroll

120
temporary employees

24
nationalities

18
languages

56%
men

44%
women

2. Company profile

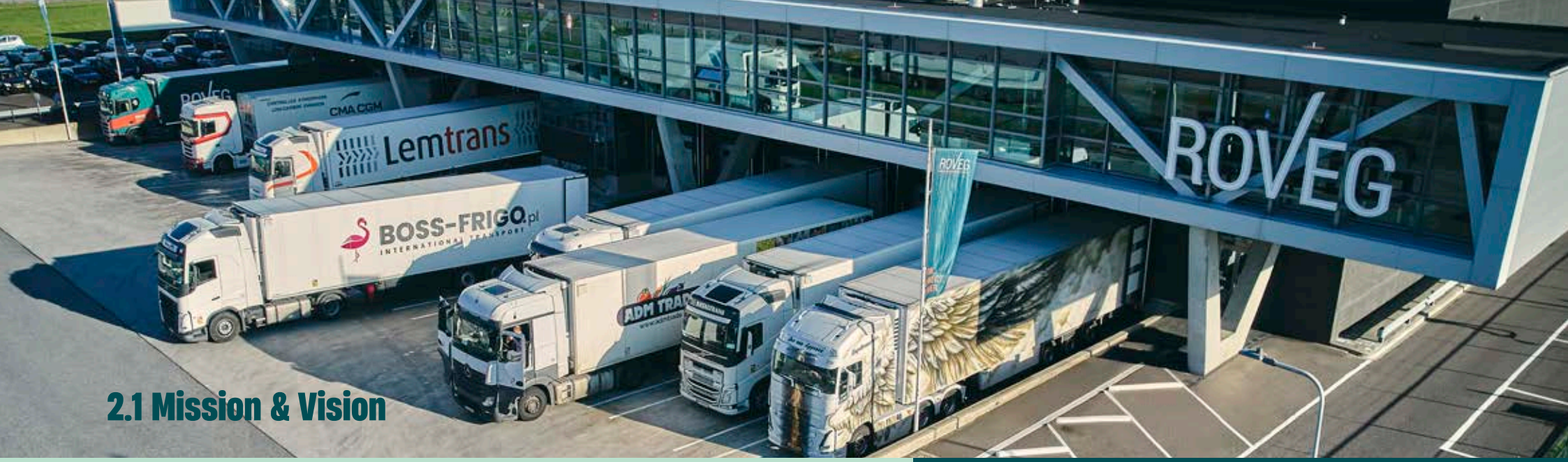
GROW. CONNECT. DELIVER.

At Roveg, **connection** is at the heart of everything we do. It's about bringing people together, whether it's our global network of suppliers, our clients across diverse markets, our own employees or the communities we impact. Our organization thrives on a close-knit, no-nonsense, and familiar culture built on trust, teamwork, and a flat structure where everyone is approachable and valued.

We're dedicated to fostering **growth**, not only in the fresh produce we deliver but also in the relationships we build. We partner with farmers that align with our responsible sourcing expectations and support efforts related to environmental and social sustainability. This growth mind-set goes beyond the field; it's about growing with our partners as we embrace new opportunities together.

Our commitment to excellence drives us to **deliver** the best quality produce year-round, ensuring our client's needs are met with precision, reliability, and consistency. But it doesn't end with delivery. We're also committed to delivering value, innovation, and quality in everything we do.





2.1 Mission & Vision

Mission

To provide healthy produce year-round by being competitive, innovative and committed to going the extra mile for our stakeholders.

Vision

To be the partner of choice in the fresh produce industry.

Our core values

- Innovation
- Excellence
- Trust
- Sustainability
- Commitment

2.2 Sustainability strategy

Sustainability has grown to become a central focus at Roveg in recent years, as environmental and social issues have become increasingly relevant to our operations and important in our stakeholders. What started with some internal efforts – such as reducing energy consumption, switching to renewable energy sources, and improving waste management – has steadily evolved into a more ambitious and structured approach.

2024 was a turning point: we formalized our commitment to sustainability by completing the EcoVadis assessment and started with the development of our first sustainability report. We look forward to sharing the assessment results in 2025.

Now, sustainability is an important part of our strategy and the way we look at the future. By embedding it into diverse aspects of our organization, we ensure that sustainability becomes a natural and consistent part of our decision-making and business strategies.

Our strategy focuses on good and long lasting Environmental, Social and Governance (ESG) practices beginning within our own operations and extending to our suppliers and partners. We have developed internal policies and practices aligned with the United Nations Sustainable Development Goals (SDGs), allowing us to hold ourselves accountable and contribute meaningfully to global development priorities.
We have adopted an approach that addresses ESG topics in diverse ways, focusing on what matters most to our stakeholders while continuously strengthening our business. We prioritize our stakeholders as they are the key to our success and their involvement is essential in the achievement of our sustainability goals and objectives. We thrive on establishing long-term partnership that uphold high standards of social and environmental practices and conduct business ethically and responsibly.

Our sustainability efforts are led by the Sustainability Department in close coordination with our CEO and CFO, with involvement from department managers depending on the topic. This collaborative approach ensures that our initiatives are well-informed, actionable, and aligned with the company's broader strategic goals

The publication of our first sustainability report provides an opportunity to share our journey and our work on environmental and social topics, what we uphold and pursue as a company and what we expect from our business partners within any part of our value chain. Beyond our obligations to report, we consider this an opportunity to publicly measure - with humility and determination- our areas of progress, as well as our challenges to everyone involved in our operations.

This is just the start of this long-lasting commitment to corporate social responsibility, and we are excited on what comes ahead.

Valentina Garcia
Sustainability Officer






“Sustainability is an important part of our strategy”



2.3 Social impact

International Social Impact

We have partnered with Agrodan, one of our biggest suppliers in Brazil, to support their social initiative: the 'Escola Professor Olindina Roriz Dantas', a school in Pernambuco that supports the education of kids in the area. For every kilo of mango sold, we contribute to help sustain the school's operations and invest in the future of children in the Pernambuco community.

We highlight the work of some of our suppliers who focus on creating social and environmental impact with their operations. We support and promote their initiatives such as preserving endemic species – including bees and endangered foxes in Peru or hippopotamus in South Africa, and undertaking reforestation and biodiversity protection projects in South Africa and Peru.



Local Social Impact

We also want to create impact locally. We donated pallets and wood materials to Huttendorp in Gouda, an initiative where children built their own huts and where they can play, create and enjoy outdoor activities during their summer breaks.

We also sponsor a local volleyball team in Bergschenhoek, where some of our employees are part of, to foster community connection and promote healthy lifestyles. With this we aim at creating impact beyond the fresh produce sector.





3. Business model

3.1 About us



What we deliver, how we deliver it

We specialize in fruits, exotics and vegetables with mangoes and avocados as our biggest offerings. We connect farmers, exporters, and traders with a diverse range of clients – from large retailers and wholesalers to gastronomy and open markets.

With all of them, we aim to build and maintain a strong and long-lasting relationship where we can deliver high quality fresh produce year-round, quickly and reliably. Every partner is important to us, no matter their size or capacity, because each contributes to achieving our mission daily.

Our distribution center is equipped with ripening, storage, packing, and selection facilities allowing us to maintain freshness, customize packaging and sort and handle problematic arrivals to make them marketable – ensuring maximum product quality and minimal waste.





What sets us apart is our commitment to flexibility, quick delivery, and tailored solutions. Thanks to our diverse customer base, we can accommodate a wide range of product types and sizes, helping suppliers place their full assortment without waste throughout the year.

We offer mixed shipments and customized packaging, allowing us to meet the specific needs of each client. Our efficient systems, along with our dedication to delivering products at their best, make us the partner of choice in the industry.

What sets us apart

Signature brands

We are proud to offer a portfolio that reflects our dedication to quality, variety, and innovation. Over time, we've developed three distinct brands: Pura Vida, Puro Gusto, and Puro Delicio. Each designed to meet different tastes and markets while carrying our signature commitment to excellence.

Puro Gusto

With Puro Gusto, you can choose from ready-to-eat avocados and mangoes, and beautiful exotics – all of pure quality and flavour. Packaged individually, in several pieces of fruit in one box, or mixed of the same type with other types.



Pura Vida

Pura Vida is our premium brand, offering a wide selection of root vegetables, citrus fruit, (unripe) avocadoes and mangoes, pears, pomegranates, soft fruit, melons, and asparagus.



Puro Delicio

The Puro Delicio range brings you the perfect blend of flavor and convenience with a curated selection of stone fruits, soft fruits, and grapes. Thoughtfully packaged in signature small portions, they're ideal for snacking.







Top products

› All year

Avocado

1.182 containers annually



Mango

724 containers annually



Garlic

497 containers annually



Berries

100 containers annually



› Seasonal

Stone fruit

704 containers annually



1. Plums
2. Peaches
3. Nectarines
4. Apricots
5. Cherries

Citrus

886 containers annually



1. Limes
2. Lemons
3. Kumquats
4. Pomelo
5. Grapefruit
6. Oranges
7. Mandarins
8. Sweetie

Melons

436 containers annually



Grapes

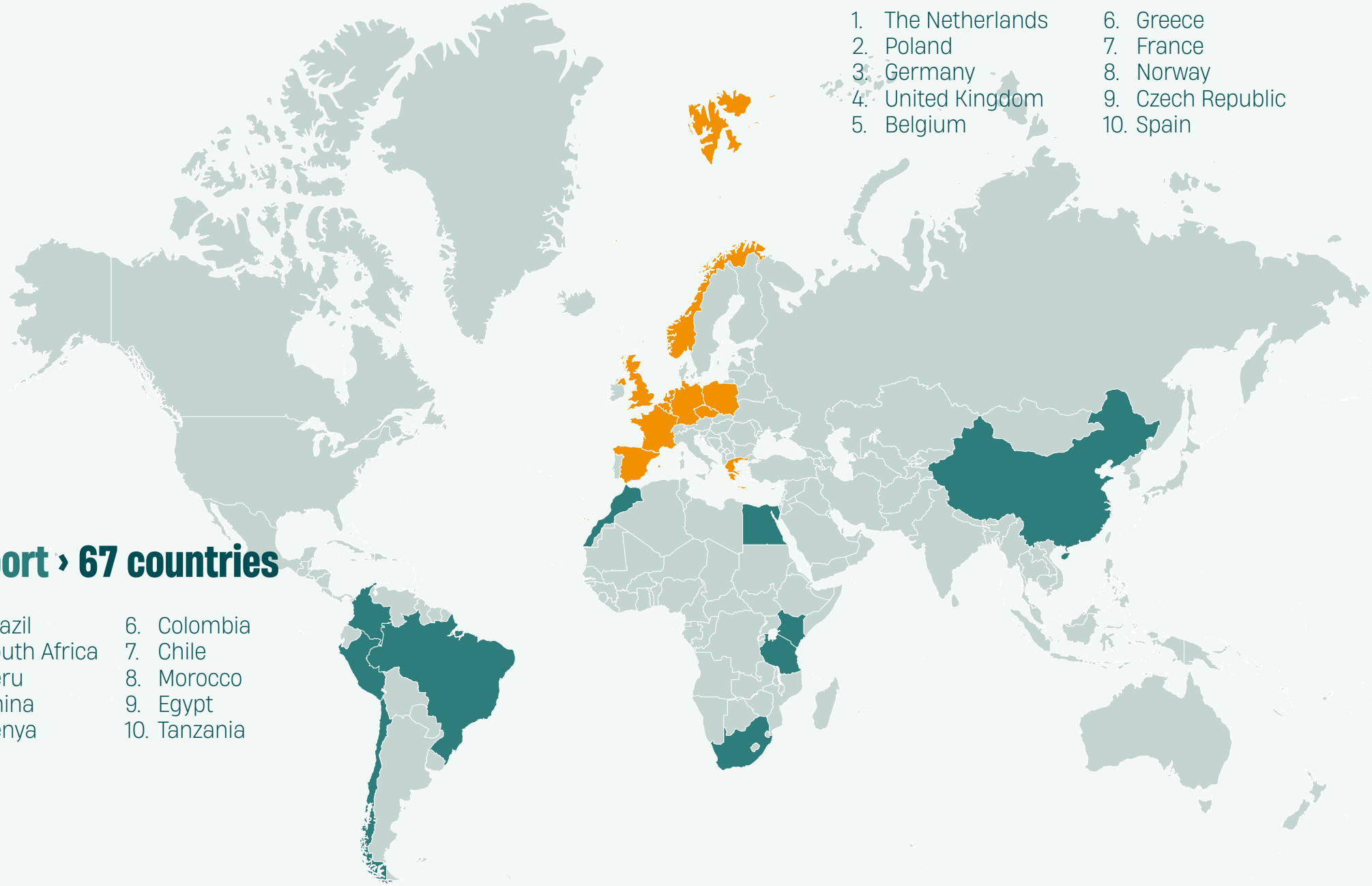
245 containers annually



Our reach

Export › 40 countries

1. The Netherlands
2. Poland
3. Germany
4. United Kingdom
5. Belgium
6. Greece
7. France
8. Norway
9. Czech Republic
10. Spain



Import › 67 countries

1. Brazil
2. South Africa
3. Peru
4. China
5. Kenya
6. Colombia
7. Chile
8. Morocco
9. Egypt
10. Tanzania

3.3 Our Value Chain





Growers & Producers

Our suppliers are where everything begins—they plant, nurture, and grow each of our products with care and dedication. They are the foundation of our business.

From growers and farmers, to exporters and traders, each plays a vital role in helping us meet diverse customer needs.

Port of Origin

From our suppliers, product goes to the port of origin. We ship most of our products by sea, but sometimes we use air freight, often via passenger plas, for exotics to ensure maximum freshness and quality upon arrival.



Transport

Average sea transit time for a container is approximately six weeks.

Port of Destination

After arrival at the Port of Rotterdam, the product is transported to Roveg by truck.

Our business relies on trust-based, long-term partnerships and flexible access to different markets and customers supported by key partners who enable year-round supply.

Roveg Fruit

Waddinxveen, The Netherlands

Our facilities are equipped with ripening, temperature-controlled storage, and packing facilities, We inspect products daily to ensure optimal conditions upon arrival.

All products follow MRL standards that adjust to different markets and customer's needs, ensuring quality and safety for end customers.

We are certified under:

- BRC Food
- IFS Food
- GlobalGap Chain of Custody
- Rainforest Alliance
- SKAL Biocontrol

Fruktovaya Lavka

Moscow, Russia

We expanded into the Eastern market in 2021 with the opening of our Russian subsidiary.

More information about this will follow on Chapter 8.







Customers

Our diverse customer base allows us to offer products for different needs, making every customer equally valuable.

From Roveg the product goes by truck to our customers, which are distributed as:

1. Open market (55%)
2. Retail (41%)
3. Horeca (4%)



3.4 Stakeholders



At Roveg, our stakeholders play a key role in shaping the way we do business- and are in fact, the most important part of it. From our employees and suppliers to customers, partners, and the communities we impact, each stakeholder is directly connected to every product we deliver and every decision we make. Whether internal or external, their involvement is essential to our success and in the achievement of our sustainability goals and objectives.

We recognize that long-term success depends on strong, transparent, and values-driven relationships. As so, we aim at putting their needs, expectations and satisfaction at the center of our strategy and actions, as we are truly committed to go the extra mile for them.

Our people

Our stakeholder commitment begins with our employees—the core of our organization. For over teo decades in the fruit and vegetable sector, it is their expertise, dedication, and passion that have allowed us to thrive in a competitive and dynamic industry. With a team of around 270 professionals, we rely on their hard work every day to deliver high-quality, fresh products and to uphold our commitment to sustainability across the entire value chain.

What truly sets our workforce apart is its diversity. Our employees represent 24 different nationalities and speak 18 languages, making it possible to connect meaningfully with our global network of customers and partners.

We believe that happy, motivated people are key to long-term success, which is why we invest in their well-being through comprehensive benefits, a positive work environment, and opportunities for growth. We offer meaningful benefits, maintain open channels of communication, and are implementing employee surveys to stay connected with their needs, satisfaction, and suggestions.

In addition to our core team, temporary workers play a vital role in our operations. Depending on the time of the year, the number of people working with us can vary from 80 to 120.

They are essential in key positions within our warehouse, like order picker, stacker, pallet trucker or operator, ensuring quality, efficiency and care is delivered to our customers every day. We work closely with staffing agencies that uphold strong social standards, ensuring that all workers are treated fairly and respectfully. Their well-being matters to us, and we view them as an integral part of our extended team.

We're always looking for great talent and we try to offer long-term opportunities to temporary workers who show potential, helping them grow into permanent roles within our company.





Suppliers

Our suppliers are more than just business partners- they are an integral part of our success and long-term strategy. We work with a wide and diverse network of producers and exporters across Latin America, Asia and Africa, ensuring year-round availability of fresh produce. By sourcing 90% of our assortment directly from growers, we guarantee freshness and full traceability while strengthening our supply chain relationships. We believe in going beyond transactions – investing in partnerships founded on mutual growth, transparency, and shared values.

Constant communication is the foundation of our long-lasting business partnerships. We keep in touch with our partners daily or weekly in a collaborative way. We can help them strengthen their position in the market and support them in reaching their own goals, which we share as our own. This foundation of trust allows us to work through challenges together and build long-term programs that benefit both sides.

The workers of our suppliers are equally important to us. Through collaboration and ongoing dialogue, we strive to promote safe and fair working conditions and ensure they are treated with dignity and respect.

We have the ability to take in the full range of product sizes, which not only helps our suppliers prevent waste but also offers them greater flexibility. From there with our wide range of customers, we can find the right market for every type of product, ensuring reliability for our suppliers.

In addition, our multicultural workforce is one of our key strengths. By communicating with suppliers in their native languages, we foster better interactions and stronger connections. Sharing culture and language adds a personal layer to our professional collaboration and strengthens our sense of partnership.

Customers

Our customer strategy is shaped by the value we are able to provide: reliability, responsiveness and operational flexibility. With our large product assortment, repacking capabilities, and ongoing operations, we serve as a full-service provider that simplifies the buying process for our clients.

Each week, we supply over 400 customers across Europe, from retail chains to the open market and gastronomy, with 40–50% of our turnover coming from retail. Our diverse assortment allows customers to buy a large variety of products at once, from single items to fully mixed pallets with different products per truck..

Our in-house repacking capabilities allow us to offer custom packaging solutions that satisfy market needs. We guarantee effectiveness, convenience, and added value at every stage by combining prompt delivery with a dedication to customer service.

We find solutions for every type of customer. For retail and foodservice clients, we can offer tailored orders with a focus on availability, time delivery and ensure reliable and safe products that meet high-quality standards. For open market clients, we can offer a consistent and wide assortment throughout the year, making us flexible and trustworthy.

This dual approach allows us to adapt seamlessly to the expectations for both structured programs and ad-hoc demand. Our focus is on finding the most mutually beneficial solution that supports our customers' needs while maintaining efficiency and trust.



End Consumers

Even though we do not interact directly with end consumers, our products reach them through our customers. As so, food safety and high quality are top priorities at Roveg, to enhance costumer's trust. We uphold these standards with all the certifications that we have. We also make sure that our growers have good quality system emplacement to make sure that quality is met through the supply chain.

Others

We also engage with a variety of stakeholders that are essential to our operations. Packaging suppliers are key collaborators to explore innovative packaging solutions that meet customer needs. In our supply chain transporters are also essential. While we manage part of the transportation ourselves, we rely on trusted logistics partners to ensure consistent and reliable deliveries, no matter the seasonality.

Additionally, we work closely with banks and financial institutions that support our day-to-day operations and cash flow management. Finally, local and national authorities are relevant to our operations as they set the regulatory frameworks within which we operate here in The Netherlands but also in countries from where we source and where we sell to.

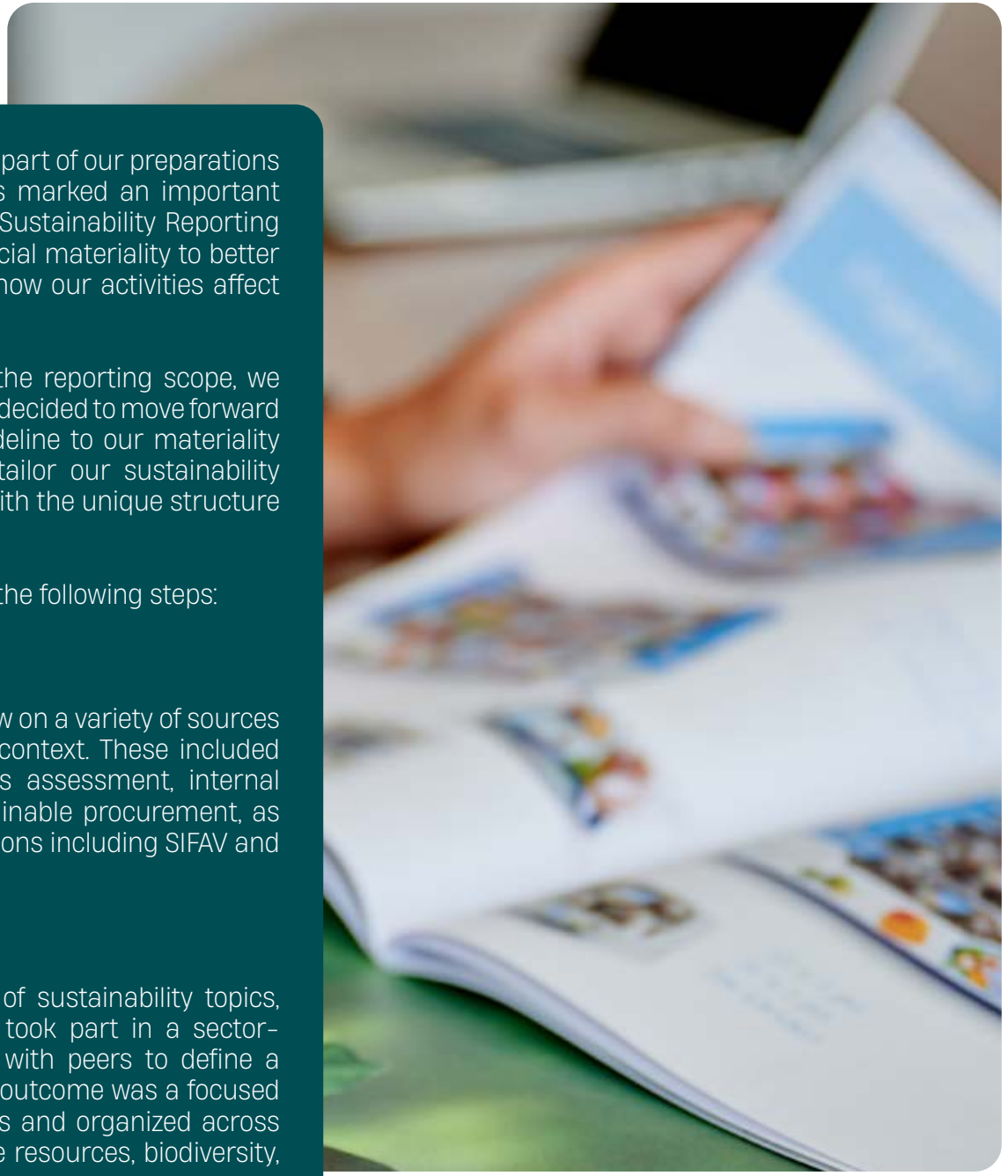




Sector organizations

We are part of sector organizations like GroentenFruit Huis and Sustainable Initiatives Fruits and Vegetables – SIFAV. As members, we have access to valuable industry knowledge and are part of initiatives to align better with evolving sustainability standards, improve supply chain transparency and participate in collective efforts to reduce environmental and social impact.

4. Materiality Assessment



In 2024, we carried out our first double materiality assessment as part of our preparations for the Corporate Sustainability Reporting Directive (CSRD). This marked an important milestone in our sustainability journey. Guided by the European Sustainability Reporting Standards (ESRS), we explored both impact materiality and financial materiality to better understand how sustainability issues affect our business – and how our activities affect the world around us.

Although recent changes to the CSRD have removed us from the reporting scope, we remain committed to our sustainability journey. We have therefore decided to move forward with sustainability reporting and use ESRS framework as a guideline to our materiality assessment. This shift has given us the flexibility to further tailor our sustainability strategy – still grounded in leading standards, but more aligned with the unique structure of our business and the needs of our stakeholders.

To implement our double materiality assessment, we have taken the following steps:

1. Laying the foundation

To identify the sustainability topics most relevant to Roveg, we drew on a variety of sources that reflect both industry best practices and our own internal context. These included international frameworks such as the ESRS and the Ecovadis assessment, internal policies covering areas like human resources, ethics, and sustainable procurement, as well as insights from peer company reports and sector organizations including SIFAV and GroentenFruit Huis.

2. Drawing up a list of material topics

Taking the input from step 1, we developed an initial long list of sustainability topics, consolidated based on relevance and interdependence. Roveg took part in a sector-wide workshop facilitated by GroentenFruit Huis, collaborating with peers to define a more tailored set of topics for the fruit and vegetable sector. The outcome was a focused and well-structured list, aligned with the ESRS topical standards and organized across key themes such as climate change, pollution, water and marine resources, biodiversity, workforce, and business conduct.

3. Scoring of the topics

The IROs (Impacts, Risks and Opportunities) were evaluated carefully, with a review process ensuring consistency and appropriateness for our value chain and linked to a topics or sub-topics of the ESRS.. Each IRO was scored according to predefined criteria such as scale, scope, probability, and irreversibility of the impact, with a distinction made between financial and impact materiality.

The materiality threshold was set at ≥ average score + 1, meaning that any topic with at least one IRO exceeding this threshold was deemed material. Topics close to the threshold were flagged as to be discussed with stakeholders in the next step.

4. Collecting stakeholder input

A stakeholder analysis was conducted to assess the interests, influence, and potential impact of relevant groups, which included traders, producers, banks, employees, staffing agencies, and sector organizations. After, both internal and external stakeholders were approached to validate material and non-material topics.

Internal stakeholders were involved by means of surveys and one-to-one interviews. Both employees and temporary workers were consulted for input with a sample of 66 respondents. External stakeholders were involved by means of interviews and desk research. Three key suppliers were interviewed. For other external stakeholders like clients, competitors and a lender, input was gathered through their ESG reports and communication per mail.

5. Verifying the scoring and final list of material topics

The final scoring was validated reflecting on the overall process, materiality methodology, and stakeholder input. The stakeholder feedback was carefully reviewed and deliberated on potential adjustments to ensure the most relevant sustainability topics were identified. Applying a threshold of ≥ average +1, this process resulted in the identification of eight material topics for us. These topics, listed below, will serve as the foundation for our sustainability strategy, that is outlined on this report.

List of material topics

Pillar	Topic		Suptopic
Environment	Climate change		Mitigation
	Circular economy		Resource inflow & outflow - focus on packaging
			Resource outflow - focus on food waste
Social	Own workforce		Working conditions: Health and safety, working hours, adequate wages, work-life balance
			Equal treatment and opportunities for all - Training and development
	Consumers and end-users		Nutrition and health / Food security
Governance	Business Conduct		
	Environmental	Water and marine resources	Water used to grow crops
		Biodiversity and ecosystems:	Direct impact drivers of biodiversity loss
	Social	Workers in the value chain	Water used to grow crops
		Consumers and end users	Safety and health - focus in food safety

All of the material topics are approached in a certain manner in our sustainability strategy and explained within the next three chapters of this report. We included two environmental topics and two social topic under governance criteria, as we determined that the most effective way to address them is through our Responsible Sourcing Policy, which will be detailed in Chapter 7.

For the topic of Nutrition and Health / Food security, we have not developed a specific policy or action plan, since our core business already contributes to this area. By working exclusively with healthy products and making them widely accessible, Roveg supports nutrition and food security through the distribution of fresh produce across regions and markets.



At Roveg Fruit, we are committed to embedding sustainability at the core of our operations. It has become a natural and consistent part of our decision-making processes and business strategies. Guided by our internal policies, we focus on building good and long lasting Environmental, Social and Governance (ESG) practices. That is why we are dividing this report accordingly, explaining and outlining on the next three chapters our focus, good practices and our goals for the upcoming years.

ESG

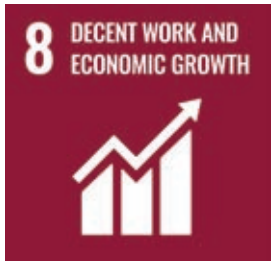
To ensure our efforts contribute to sustainable development, we align our ESG efforts and practices with the United Nations Sustainable Development Goals (SDGs), focusing on areas where we can make the greatest difference. This enables us to translate global priorities into concrete actions in our business that create real impact.



Encouraging water stewardship through supplier water certifications and responsible water use.



Increasing renewable energy use and improving energy efficiency.



Promoting and upholding fair labor conditions and safe workplaces for our employees and workers across the value chain.



Reducing food waste, improving packaging sustainability, and optimizing resource use. Also, by embedding social, environmental and ethical criteria into sourcing decisions.



Measuring our greenhouse gas emissions, setting plans on reducing them and mitigating our environmental impact.



Protecting biodiversity and natural ecosystems through responsible land management from our suppliers.



Collaborating with stakeholders to improve sustainability across the value chain.

5. Environmental



Guided by our environmental and our packaging policies, we continuously strive to minimize our environmental footprint and drive responsible resource use in our operations and throughout our supply chain. We do this by focusing on key areas regarding energy consumption, measuring and managing emissions responsibly, optimally managing waste and optimizing our packaging to promote circularity and reduce waste. We have adopted some good practices and set goals and targets to ensure continuous improvement, accountability and meaningful progress towards a more sustainable future.

5.1 GHG Emissions

Greenhouse gas (GHG) emissions are one of the most direct ways to measure our environmental impact. We see climate change as a major factor that can affect the fruit and vegetable sector, and therefore our business in the medium and long term. That is why we are committed to measuring and setting up a plan to reduce our emissions as part of our sustainability strategy for the upcoming years.

In 2024, we completed our first greenhouse gas emissions calculations in accordance with the Greenhouse Gas (GHG) Protocol, which we have adopted as our guiding standard. This baseline year will serve as the foundation for setting our medium-term reduction targets. The GHG Protocol classifies emissions into three categories – Scope 1, 2, and 3 – to help companies better understand and manage their climate impact. We have mapped our Scope 1 and 2 emissions and are working to include all relevant Scope 3 emissions in our future reporting.

Scope 1 refers to emissions from sources that are directly owned or controlled by the company, Scope 2 are emissions from the generation of electricity that the company purchases and uses and Scope 3 emissions refer to those that occur throughout the value chain, outside of the company's direct

operations. These last ones can include emissions from the production of packaging materials, upstream farming activities, logistics and transport by third parties, employee commuting, business travel, and the end-use or disposal of products.

For 2024, our operations generated an estimated 73.6 tonnes of CO_2 emissions. This calculation is based on the following considerations:

Scope 1– Direct Emissions

Our Scope 1 emissions include fuels used in our leased and owned cars, emissions from refrigerant leakage from our cooling systems, and gas used for heating.

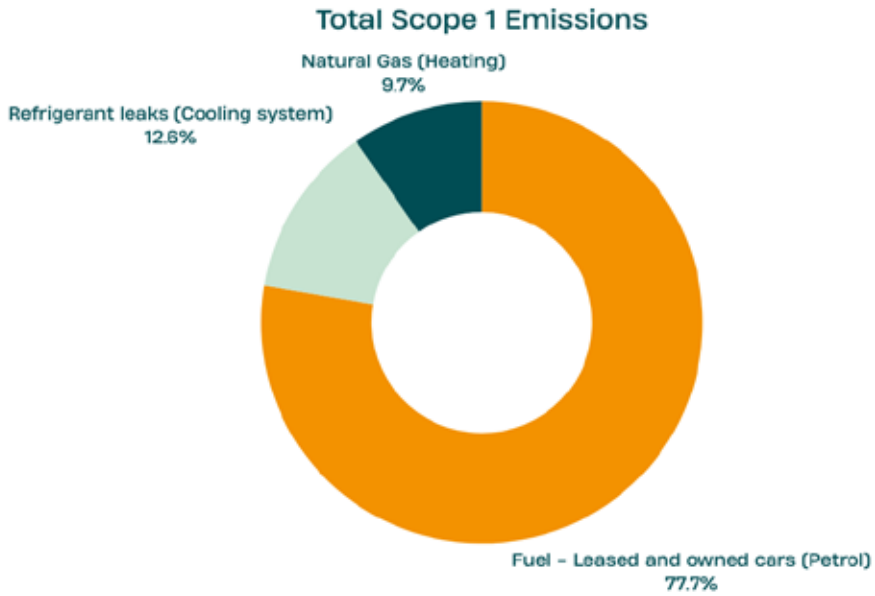
Refrigerant use

Once fruit and vegetables arrive at our warehouse, they go straight into refrigerated storage to maintain top quality. We have multiple cooling cells where the temperature can be individually adjusted, as different products require different conditions. By doing so, we can tailor the storage environment to meet the specific needs of each product and ensure the highest quality is maintained. Our refrigeration units are constantly monitored and regularly maintained, and we carefully manage our refrigerants to prevent leaks and reduce emissions in line with environmental regulations.

Fuel and gas consumption

The Scope 1 calculations include fuel use from both company-owned and leased vehicles that run on fossil fuels. These are mainly used for transportation purposes of employees every day to our facilities. Although we also operate a number of electric vehicles, their emissions are not included in this section, as they will be accounted for under Scope 2 emissions related to electricity consumption.

In 2025, we will fund our own transportation company to keep contributing to our exotics, vegetables and fruits from our warehouse to our customers. As so, fuel consumption from our own trucks under Roveg Transportation will be included in Scope 1 emissions calculations starting with the 2025 measurement period. While we still use gas for certain heating functions and we included this in our calculations, our overall consumption remains low compared to other Scope 1 factors. This is due to the electrification of the majority of our office and warehouse climate control systems.



Scope 2 - Indirect Emissions from purchased Energy

Energy use is a key operational focus on how we run our operations, especially in our warehouse and production areas where temperature control, lighting, and logistics systems need constant power. Our electricity keeps everything running – from cooling and ripening systems in our warehouse to our offices, storage areas, and even our electric vehicle charging stations. A major portion of our energy demand is driven by our cooling and ripening systems in our warehouse.

In recent years we've worked hard to switch to cleaner energy sources. In 2019 we installed 2,382 solar panels on our facility's roof, which now supply about 23% of our annual electricity consumption. The remaining electricity that we use, we source from the grid, that comes entirely from Dutch wind energy certified by SMK through our partner Scholt Energy. We are proud that by combining our on-site solar energy with certified Dutch wind power, 100% of our electricity now comes from renewable sources.

Another key move has been replacing conventional lighting with energy-efficient LED systems across our facilities. While it might seem like a small change, it has made a real difference in lowering our energy use.

Scope 3 – Other indirect emissions

Scope 3 emissions were not included in 2024 calculations. We have done the mapping of our value chain and we are aware of what factors we need to take into account to make the proper calculations. However, we have not yet started this process as we require a lot of data from our upstream and downstream value chain.

Nonetheless, we are committed to measure our environmental impact on the industry of fresh fruit and vegetables and we are working together with sector organizations to develop a tool that will allow is to have a standardized calculation methods and be able to measure our Scope 3 emissions and hence our real impact.

We are committed to demonstrate measurable progress towards these climate goals across our operations and value chain.

OUR GOALS

- √ **Regularly monitor Scope 1 and 2 emissions and Expand reporting to include Scope 3 emissions by 2026.**
- √ **Set a science-based reduction target aligned with the 1.5˚C pathway by 2027.**

5.2 Waste Management

We actively manage waste in a way that minimizes environmental impact and aligns with our broader environmental and sustainability goals. Our waste management efforts are centered around reducing waste generation, improving waste segregation, and maximizing opportunities for reuse, recycling, or energy recovery.

Waste segregation and disposal procedures

At our distribution and production facilities, waste is segregated into specific streams to ensure proper handling and optimal recycling or disposal. They are divided into paper and cardboard, AGF (Agricultural and Food) waste and residual waste. Containers are placed at strategic points across the warehouse and are emptied into closed compactors at least once per day. Compactors for each waste type are managed separately and collected by authorized waste processing partners. We also operate a machinery on site to compress and shred used plastic crates, ensuring the material is efficiently prepared for recycling and reintegration into new, high-quality products.

AGF waste

Recognizing the significant waste generated by the AGF (Agricultural and Food) industry, as well as the waste produced through our own operations, Roveg has proactively developed sustainable alternatives to manage and reduce this waste. A suitable solution for the AGF was the creation of biofuel. As of 2020, AGF waste is processed through a digester system that is placed in our facilities in Waddinxveen, Netherlands. After the organic waste is sorted, it is transferred to the digester system, where is processed and stored in silos. After, it's transported to a third-party anaerobic digestion facility, where it is converted into biogas.

On average, 100 Nm^3 of biogas is generated per ton of fruits and vegetables. We are processing around 635 tons of AGF waste per year through the machine to create biofuel. The biogas that is created generates over 200kWh of electric 850 MJ of thermal energy. This process is done by an external party at their own facility.

Avocado waste repurposing

Avocados play a significant role in our business, making up 24% of the products we import and trade. However, due to spoilage, quality issues, and unavoidable supply chain challenges, some avocado goes to waste annually. This drove us to explore ways to tackle avocado waste more effectively.

An alternative approach to minimizing our waste in this regard is to send the residual avocados for guacamole or avocado oil production. We have established partnerships with companies that specialize in this process. In 2024, we sent 2.4 tons of avocados to guacamole and oil production between eight business partners that operate across Europe.

To strengthen our waste management practices, we plan to implement a digital waste monitoring system to help us track and analyze the waste we generate and process. We are also working to improve waste sorting through better training, clear instructions, and closer monitoring.



OUR GOALS

- √ **Implement a digital waste monitoring system by 2027 to track and analyze waste streams.**
- √ **Reduce residual waste by at least 10% and repurpose 100% of avocado waste into oil production through strong partnerships and efficient collection by 2027.**

5.3 Packaging

We recognize that packaging plays a crucial role in maintaining the quality and freshness of our fresh produce – but we are equally aware of the environmental impact it can have. That's why we focus on balancing product protection with sustainability, working continuously to make our packaging more efficient, circular, and responsible.

We divide our packaging into two main streams: in-house packaging, which we design and source ourselves, and packaging supplied by our growers and partners, which accompanies produce arriving at our facilities. Across both streams, our goal is to minimize resource use, promote reuse and recycling, and ensure that all materials meet the highest standards for food safety and environmental performance.

In-house packaging

Our in-house packaging covers primary, secondary, and tertiary levels – from the punnets, labels, foils and nets that come into direct contact with fresh produce, to boxes, crates, trays, pallets, and protective covers used for transport and storage. We continuously review our designs to use the least amount of material possible, while maintaining food safety and product integrity.

A recent example is our investment in a new box setup machine for corrugated cardboard boxes. By switching to flat-packed boxes assembled on site, we can transport up to three times as many boxes per truckload compared to pre-assembled ones. This means fewer trucks on the road and lower CO_2 emissions. Additionally, we maximize the reuse of cardboard boxes whenever possible. When customers accept reused boxes – even if they still carry original branding or markings – we extend their life cycle and reduce single-use packaging waste.

We expanded our use of circular solutions such as pool boxes by IFCO and Euro Pool Systems. These reusable crates allow for more efficient stacking, higher load capacity, and multiple reuses in a closed-loop system, helping us reduce packaging waste per kilogram of produce transported. To further cut down plastic waste, we transitioned from plastic packing sheets to paper and pulp-based sheets in 2021, and we operate machinery on site to compress and shred used plastic crates, readying the material for recycling and reintegration into new products.





OUR GOALS

- √ **By 2026, transition 80% of primary packaging to mono-material solutions, increase recycled content by 30%, and ensure all cardboard boxes are FSC-certified or made from recycled materials.**
- √ **By 2027, introduce standardized waste separation symbols on all primary packaging to support responsible consumer disposal.**
- √ **Ensure all supplier packaging is certified, fully declared, and compliant with the latest EU legislation.**

Supplier packaging

Every shipment of fresh produce we receive arrives in packaging provided by our global network of suppliers. All incoming packaging must meet strict EU food safety regulations and our own quality standards for material safety, cleanliness, and suitability for food contact. We require clear documentation, including valid Declarations of Conformity and certifications under recognized standards such as BRC Packaging, IFS, FSSC 22000, or FSC.

To raise standards further, we are actively engaging with our suppliers to increase transparency and ensure that packaging materials are responsibly sourced and designed for recyclability. Our goal is to have full declarations and globally recognized certifications from our suppliers' packaging, ensuring traceability and compliance with the latest EU legislation.

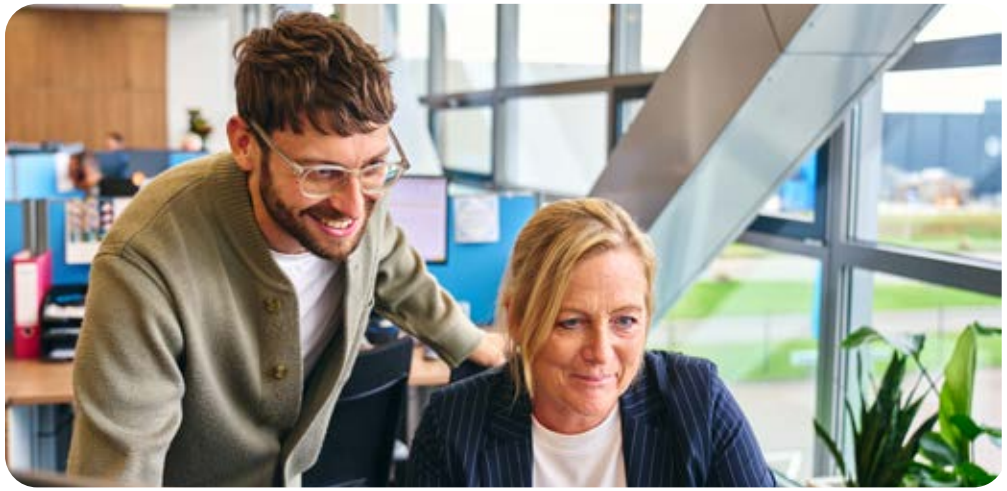
Proper disposal and waste management

When it comes to the disposal of packaging materials, we follow the procedures outlined in our waste management section. We are committed to sorting and disposing of all packaging waste properly at our facilities, ensuring that materials are separated for reuse or recycling wherever possible. By doing so, we help reduce landfill waste, close material loops, and contribute to a more circular and responsible use of resources throughout our operations.

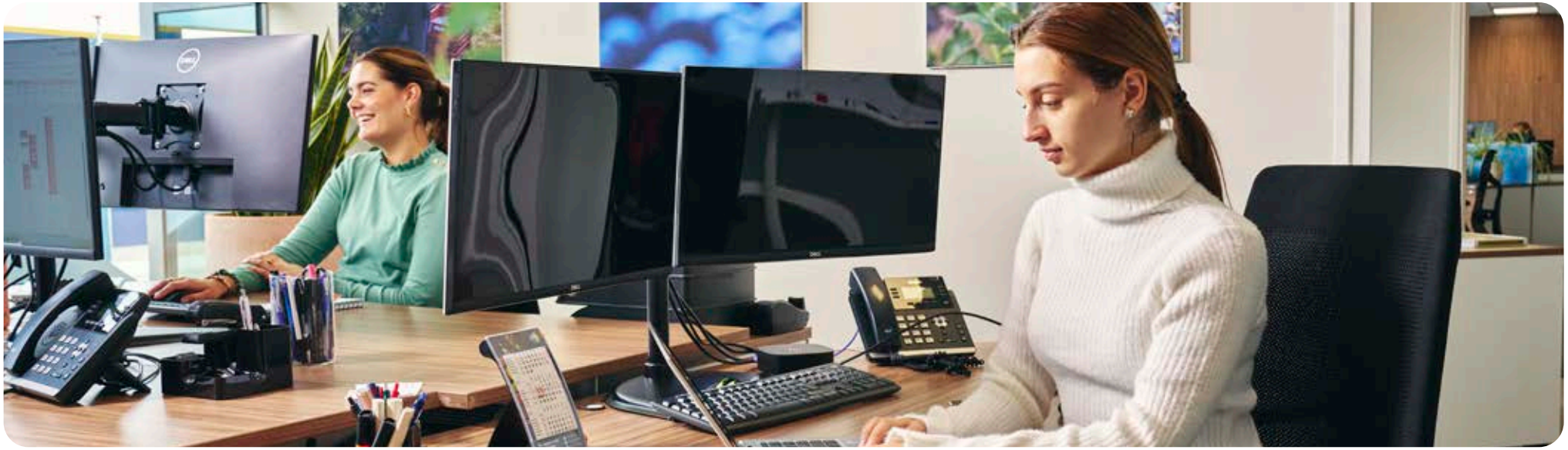
6. Social

At Roveg our people are at the center of everything we do. Since our business depends on the dedication, skills and enthusiasm of our workers, we believe that employee well-being and satisfaction goes beyond simply providing for their basic needs and entails fostering an environment where everyone feels appreciated, empowered and with possibilities to grow. Our sustainability's social dimension is based on creating a safe, welcoming and healthy environment where we encourage professional and personal growth and guarantee equitable working conditions with a work-life balance emplaced. We are committed to keep improving employee well-being and build and maintain a culture where people can thrive, so our people and our impact grow simultaneously. Whether direct employees or temporary workers, we are committed to creating a positive and supportive environment for all members of our workforce.









6.1 Working conditions

Satisfied employees are the foundation of a strong, sustainable business. We are committed to offer working conditions that prioritize fairness, transparency and overall well-being. We have implemented a range of measures to support our team – like aligning wages with the collective labor agreement (CLA) of the sector Wholesale in Fruit and Vegetables (GGF) and including a 13th-month scheme to provide financial security for our employees.

We understand that life doesn't always fit neatly around working hours, and that our employees need the freedom to look after their families and themselves when it matters most. That's why we offer flexible work arrangements, such as compressed working hours and different types of short-term leave for personal or family reasons, to help our people maintain a healthy balance between their work and personal lives.

In addition, we offer travel allowances, study financing schemes, and healthy lifestyle benefits like a weekly vegetable crate to reduce daily burdens and encourage personal growth and well-being inside and outside of work. Looking ahead, we plan to expand these benefits with gym memberships, bicycle plans and more optional vacation days because we know that time to take care of their physical health and spend time with loved ones is just as important as time spent at work.

"Fairness, communication, and teamwork drive our shared success."

Kirsten Weijts
HR Manager



We are also committed to fostering a positive work environment. This includes inclusive practices, ergonomic workplace options, regular team-building activities, and mental health support availability if needed. We believe these measures are essential to creating a safe, welcoming, and supportive work environment ensuring that employees bring their best to both work and life outside of it.

Through these actions, we aim not only to create a safe and supportive workplace – but one where people genuinely feel valued, empowered, and motivated to grow with us.

6.2 Training and development

We see employee development as a long-term investment in our people and future of our company. We offer traineeships, internships, educations support and study financing scheme that encourages continuous learning. By investing in our people's growth, we help them build new skills, expand their knowledge, and shape their own career paths. In that line, we are working to establish a well-rounded training framework that includes collective trainings, job-specific skills developments and personalized programs for individual growth depending on the role, for our employees to keep learning and developing in the company.

We are also aligning career planning with our updated HR cycle and employee feedback, offering a clear development path for employees based on their role and responsibilities. We aim to give our employees more clarity and direction in their professional careers, helping them with their growth in the company and making sure that their ambitions are supported. An internal job board was also launched to give our team priority when new roles open, reinforcing our commitment for internal growth.

To support new team members, we have an onboarding process with a clear, accessible information regarding general information, policies and rules within the workplace. It also includes a schedule for the first weeks when each employee will be in different departments learning about daily tasks. This ensures that before they take on their responsibilities, they gain a well-rounded understanding of the company and how we operate day to day.





OUR GOALS

- √ **Launch an internal satisfaction survey and introduce regular, informal manager-team check-ins in 2025**
- √ **Expand employee benefits with gym access, a bicycle plan, and the option to purchase extra vacation day by 2026.**

Together, these efforts aim to build a more transparent, supportive environment where each employee can learn, grow and thrive at Roveg.

Throughout the year, we also provide various training programs tailored to the specific responsibilities of our employees, ensuring they have the skills and knowledge they need to perform their roles effectively and continue to grow in our organization.

In 2024, they attended the following training or courses:

BHV (Emergency Response)	24 employees were trained as emergency response workers and first aiders. We aim to ensure that every department has at least one or two team members who are prepared to respond in case of an emergency.
Safety and hygiene	16 employees attended safety and hygiene training from different departments
Operational Warehouse	27 employees completed aerial work platform training, forklift training or air cargo refreshener training.
HR & Administrative Systems	3 employees from our HR department took 5 types of training related to payroll systems and employment contracts
Customs & Logistics Compliance Training	4 employees from our customs department received training in customs procedures.
New policies and procedures	70% of the employees attended in person trainings regarding new policies.
Excel courses	40 employees followed a course to deepen their knowledge and skills on Microsoft Excel.
Finance Scheme	courses of learning Dutch, business intelligence, TCI management, people management and Social Hygiene.

6.3 Health & Safety

Ensuring a safe and secure working environment is a priority for us. We recognize that a healthy and safe working environment is fundamental to our workforce well-being, motivation, and long-term employability. Our occupational health and safety policy is part of our employee staff manual, which is available to all employees at any time. This manual includes clear information about working safely, procedures for absenteeism, codes of conduct, and company rules regarding behavior and emergency response (BHV). As these guidelines are primarily relevant to warehouse operations, they apply to both our employees and temporary workers.

We have appointed a dedicated occupational health and safety coordinator who monitors compliance and acts as the first point of contact for related questions or incidents. We also have an emergency response team (BHV) in place and ready to act quickly in case of emergencies. Our current practices include regular risk inventory evaluations, emergency preparedness measures, and safety trainings through our BHV program. 24 of our employees received emergency response and first aid training in 2024.

As part of the training period for new employees, they receive an onboarding information, included in the staff manual, that covers essential safety rules and company policies. They also receive instruction on safe equipment use, the required protective clothing, warehouse guidelines, and essential health and safety practices during warehouse work. We keep a record of workplace accidents and have arrangements in place to provide guidance in the event of serious incidents. In 2024, we did not have any accidents or incidents related to health and safety in our facilities.

While our foundation is strong, our recent Risk Inventory & Evaluation (RI&E) shows that we can strengthen our policy even further. As so, our new prevention officer will support us in enhancing our practices and raising our standards.



OUR GOALS

- √ **Formally appoint and train a Prevention Officer in 2025.**
- √ **By 2027, expand training on physical stress, safe working methods, ergonomics, and healthy work postures through periodic sessions.**

7. Governance

7.1 Responsible Sourcing

Since we source our products from all over the world, responsible sourcing is a major focus area. We aim to ensure that social, ethical and environmental considerations are taken into account when sourcing our products and managing our relationship with suppliers. This is also a way for us to ensure that good standards are upheld throughout our entire value chain. We are committed to conduct our business in a way that respects human rights, protects the environmental, guarantees food safety and drives positive social impact.

With our responsible sourcing policy, we want to set some requirements and expectations from our business partners and to have a real commitment from their side towards good practices. We also encourage our suppliers to promote these standards within their own operations and among their subcontractors, to be able to extend these responsible practices throughout their value chains.

Supplier Code of Conduct

Suppliers must ensure these standards are upheld across their operations and supply chain. All suppliers must sign and comply with the Supplier Code of Conduct of Roveg Fruit, which sets out minimum requirements on:

- √ Compliance with all applicable national and international laws and regulations.
- √ Prohibition of forced or child labour.
- √ Non-discrimination, equal opportunity and freedom of speech.
- √ Safe and healthy working conditions.
- √ Legal working hours with fair compensation and respect for freedom of association.
- √ Responsible use of natural resources and protection of local ecosystems.
- √ Ethical business conduct with no tolerance for corruption, fraud and protection of information.

Suppliers must ensure these standards are upheld across their operations and supply chain. By 2025, we want to achieve that 70% of our suppliers have signed the supplier code of conduct.




ROVEG
ROVEG

Food Safety, Certifications and Quality Assurance

We work to ensure that all of our products, no matter where they come from, are safe, traceable and have the highest quality. Our Food Safety Department works proactively to uphold the highest standards, and we expect our suppliers to actively support this mission through transparency and ongoing engagement. We have obtained top-level third-party audit ratings, such as BRC Grade A+ and IFS Higher Level, and remain committed to maintaining the highest standards of food safety across all our operations.

Our food safety strategy includes a testing program with routine random tests on products coming from our active suppliers and a structured testing of all new suppliers via a fixed sampling program. That way we can make sure that our fresh produce meets quality standards and are safe for consumption across Europe. We maintain regular communication with our suppliers covering a range of topics, including responsible pesticide use, regulatory updates, test results on their products, and expectations regarding social and environmental practices. With this, we aim to build and foster a stronger and collaborative relationship ensuring high quality, social compliance and sustainability goals.

Social and Water Certifications

The social and water certifications are a crucial part of our responsible sourcing approach throughout our supply chain. This is how we check whether suppliers treat their workforce fairly and use natural resources responsibly.

Social certifications such as SMETA or Rainforest Alliance, help us ensure that our partners have good working conditions for their employees, that align with international standards in human rights, safe workplaces, fair wages and working hours. Since we have suppliers and business from all around the world, social certifications are a tool that provides us with certainty that employees are treated fairly.

OUR GOALS

- √ **Ensure all volumes sourced from high and medium-risk countries for the European market meet approved social standards, guaranteeing fair and decent working conditions by 2030.**
- √ **By 2030, source a minimum of 85% of our European market volumes according to water standards.**
- √ **Develop concrete ways to assess good practices in biodiversity preservation and ecosystem protection in our supply chain.**



We are aware that certain regions or countries may pose a higher risk related to work conditions, due to socio-economic or governance factors. With that in mind, we use as a tool the SIFAV Basket of Social Standards, to identify the most appropriate social certification for each country based on their specific level of risk. We try our best to ensure that the best possible conditions are met for workers in the value chain no matter where they are.

Water usage is very relevant for us because of the agricultural nature of our business. Fruit and vegetable production rely deeply on water supply, many of which are under pressure from climate change, overuse and pollution. With the water certifications like SIZA or FSA, we can ensure that our suppliers are responsibly using water for their crops, and making their best effort to implement efficient irrigation systems that protect local water systems and act responsibly towards the environment. Ultimately, this will also contribute to reduce their environmental footprint and our own. We use SIFAV's Basket of Water Standards to guide our suppliers on getting water certifications that are more appropriate for them, thinking about their risk level and the water scarcity in their region.

Biodiversity is also very important to us. Some social and water certifications also include environmental aspects like biodiversity and preservation of the ecosystems. Therefore, we encourage our suppliers to prefer these types of certification that promote responsible environmental practices and support habitat conservation. Looking ahead, we aim to develop more concrete ways to assess and monitor good practices related to biodiversity preservation and ecosystem protection within our supply chain.



Due Diligence

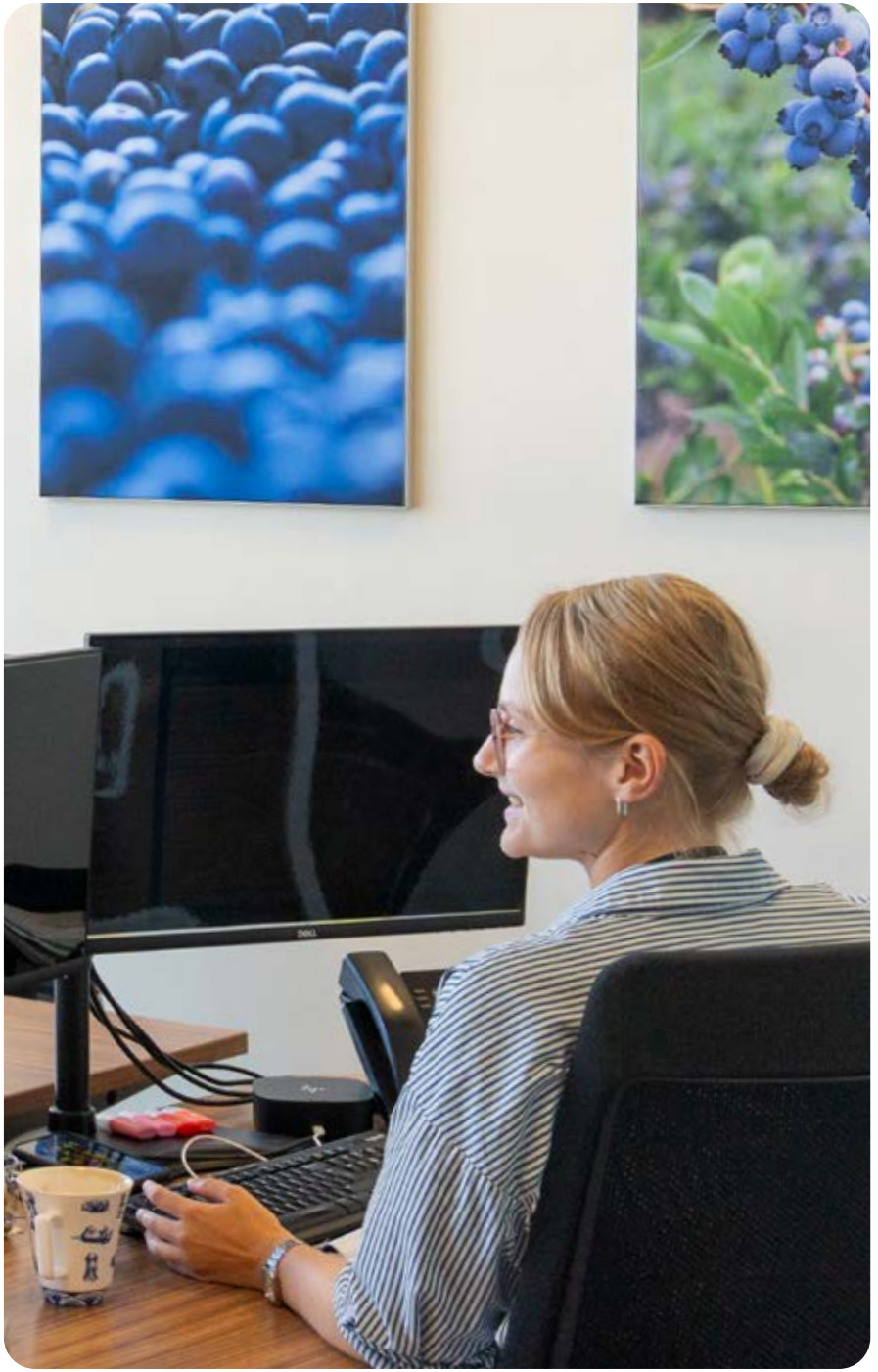
We conduct thorough background checks on all potential suppliers and business partners prior to establishing a business relationship by requesting key documents such as supplier declarations and legal/corporate records.. With this process, we can make sure that they align with our standards, legal compliance and commitment to corporate social responsibility. As so, we can build a trustworthy and sustainable partnership.

We maintain an ongoing due diligence process to monitor supplier performance and proactively manage risks. As part of this process, we conduct an annual review of all supplier documentation to ensure they are current and valid. This regular verification helps us confirm that our suppliers continue to operate in line with international food safety standards, legal national and EU requirements, and our own responsible sourcing commitments. It also allows us to identify potential gaps early, provide guidance where needed, and work collaboratively with suppliers to uphold the highest standards in product quality, safety, and ethical business practices.

7.2 Business Ethics

We do business with transparency, accountability and respect for all stakeholders, employees, suppliers, customers and everyone involved in our daily operations. We have policies and procedures emplaced as a framework that ensures clear and concise information of the standards that we hold on to our business. With these, we are able to ensure compliance, mitigate risks and uphold high standards of integrity and ethical conduct.

Our **Internal Code of Conduct** sets clear standards and values for professional behaviour within the workplace that all employees should align with. It helps us promote a respectful and fair work environment by tackling topics like human rights, fair conditions, discrimination and harassment, family relationships, protection of privacy, and environmental commitments.



The **Supplier Code of Conduct** comes as a complement, as it outlines standards that we expect our suppliers to follow. It covers key areas like compliance with regulations, respect for human rights, ethical labor practices, environmental sustainability, and quality assurance. The **Business Ethics Policy** outlines ethical principles in six main areas that Roveg Fruit upholds on their entire business operations, and it applies to all business partners. We have also a **Diversity, Equity & Inclusion Policy** to foster an inclusive working environment where everyone feels respected, valued and empowered to succeed, regardless of their background.

Finally, our **Whistleblowing Policy** provides a secure and confidential channel for employees, suppliers, clients or anyone involved in our operations to report any misconduct or wrongdoing ranging from minor infractions to severe violations. The channel is also a tool to report any failure to uphold the principles outlined in all the policies previously mentioned or any other governance standard, including omissions, negligence, or actions that contradict any of them. Any report received through the channel will be treated fairly and properly, there is protection from retaliation, there's a confidentiality agreement attached to it, and we ensure a thorough investigation of every concern raised. The whistleblowing channel is available 24/7 on our website, open for anyone that wants to raise a concern. If desired, there is the possibility to make a report anonymously.

While the whistleblowing procedure focuses on formally reporting misconduct, **the confidant scheme** provides employees with a safe, informal first point of contact to discuss concerns confidentially. This early step often helps to detect and resolve problems internally, preventing further harm and encouraging an open, supportive working culture. Our confidant scheme guarantees that reports are handled according to clear rules, protects the person making the report, and ensures they always know what to expect and who to turn to. Together, the whistleblowing channel and the confidant scheme strengthen our commitment to integrity, transparency, and a safe workplace for everyone.





At Roveg, safeguarding the integrity and security of our information and ICT systems is an essential part of responsible business operations. We have established a set of policies and procedures to ensure that information is handled properly, systems are used responsibly, and security risks are effectively managed. Our **Information Policy** sets out clear guidelines for how employees should handle, store, and share information, ensuring compliance with all applicable data protection laws. Complementing this, our **ICT User Policy** provides practical instructions for the appropriate use of ICT resources and the processing of sensitive information.

As technological developments evolve, we also recognize the growing relevance of artificial intelligence in our operations. To address this, we have implemented a dedicated policy covering the responsible development, implementation, and use of **AI systems** within Roveg. This ensures that AI applications are aligned with our ethical principles and relevant legal requirements. In the event of an incident, our **ICT Breach Procedure** describes an effective approach for responding to security breaches or data leaks, helping us mitigate risks, protect personal data, and meet our legal obligations.

Together, these policies establish the guideline for upholding high business ethics standards at Roveg. We remain committed to continuously review and strengthen our ethical framework to ensure that we operate in a responsible and sustainable way.

8. Fruktovaya Lavka

Roveg acquired Fruktovaya Lavka in 2021, making it our subsidiary in Russia. The company itself has been active in the Russian market for over two decades, specializing in the import and distribution of exotic fruits, vegetables, and fresh berries. Its core customers include both federal and regional retail chains, with sourcing done through direct imports as well as via Roveg.

Today, Fruktovaya Lavka offers more than 300 product varieties. From its 5,000 m² modern warehouse in Moscow – equipped with advanced European technology – it ensures the careful storage, ripening, and packaging of fresh produce. Notably, it remains the only company in Russia to operate an organic business fully aligned with EU standards, which are embedded throughout its operations.

Although integrated into the Roveg, Fruktovaya Lavka maintains its own way of working, with internal policies and procedures adapted to Russian legislation.

€31 M Turnover
total sales revenue

6M KG
sales volume of fruits and vegetables

300 products varieties
in their portfolio

42 customers
in Russia

44 suppliers
in 23 countries

Environmental

Fruktovaya Lavka has embedded sustainability principles into its corporate strategy and code of ethics, linking environmental responsibility directly with food safety and efficiency. The company regularly trains staff in HACCP principles, ensuring processes that not only safeguard quality but also minimize product loss and waste. In 2024, production was restructured to meet the FSSC 22000 Version 6 certification scheme, further reinforcing a culture of continuous improvement and responsible resource use.

To reduce environmental impact, the company actively limits food waste through responsible sourcing, strict FIFO practices, and constant stock monitoring. Packaging is managed with the same rigor: suppliers undergo careful selection, and all materials are tested for safety and quality. Usage is optimized to prevent excess, while cardboard and plastic that cannot be reused are transferred to recycling partners – closing the loop and ensuring resources are handled responsibly.



Social

Employee well-being is central to Fruktovaya Lavka. The company provides a safe and secure workplace environment, fair and competitive salaries, and work schedules that allow for proper rest and work-life balance. Benefits include supplemental health insurance, paid leave, parental leave up to three years, social insurance, and support in difficult life situations. The company fully complies with Russian labor laws, including inclusive employment for people with disabilities. Employees who work in warehouses, night shifts, or on public holidays receive increased compensation.

Employee growth is an integral part of company culture. Each year, they conduct performance reviews to identify training and development needs, which are then addressed through tailored group or individual programs for upskilling and reskilling. Progress is monitored regularly to ensure continuous learning and improvement. To support new team members, the company has implemented a mentoring system that facilitates smooth onboarding and effective integration

into the workplace. Protecting the life and health of employees is a priority. Fruktovaya Lavka complies with all Russian labor safety requirements and employs an occupational safety specialist who oversees the development and implementation of workplace safety measures.

All staff receive mandatory training in safe work practices and first aid and receive personal protective equipment (PPE). In addition, medical examinations are conducted before employment and annually thereafter, in line with Russian legislation. These examinations – fully payed by the company – ensure employees are fit to work in warehouse conditions and able to handle food products. Together, these measures reflect both legal compliance and their commitment to employee care.

Governance

Fruktovaya Lavka carefully selects its product suppliers, conducting due diligence on potential partners prior to contract signing. The company also ensures that suppliers sign Fruktovaya Lavka's Supplier Code of Business Ethics along with the contract. This enforces compliance with national laws, prohibits forced labor, and mandates respect for human rights, safe working conditions, fair wages, and environmental standards. All products sourced must be certified to guarantee full traceability.





Fruktovaya Lavka upholds ethical standards aligned with Roveg. The company has implemented a Code of Business Ethics, a Whistleblowing Policy, and a Diversity, Inclusion, and Equality Policy, which all employees have formally acknowledged. Multiple channels are available for reporting violations or submitting suggestions, including a website form, QR code, corporate email, and suggestion boxes. Confidential and personal data is managed in compliance with Russian legislation. Adherence to these standards is mandatory for all employees, fostering a strong culture of ethics and safeguarding the company against reputational and financial risks.

9. Looking ahead



We continue to learn and adapt in the fresh produce industry. The market and the world around us are changing quickly, and sustainability has become a central part of those changes. We see it not only as an expectation, but as an important responsibility – shaping how we source, transport, and deliver our products. By adjusting our business to these evolving needs, we aim to stay resilient while contributing to a more sustainable fresh produce sector.

To support this journey, we are establishing our own transportation company. This will provide greater flexibility and efficiency in how we move our products, strengthen our logistics network, and allow us to better serve the needs of our customers and partners.

Next year, Roveg will celebrate 25 years in business – a milestone that reflects the dedication of our people, the trust of our partners, and the strength of the relationships we have built along the way. Rather than a closing chapter, it marks the start of a new phase, where we will continue to adapt, invest, and grow in step with the changing needs of the market and our partners.







Sustainability Report 2024

This first sustainability report was prepared with the valuable contributions of colleagues across Roveg. We would like to thank everyone who shared their knowledge, data, and insights, helping us present a clear picture of our vision, progress and ambitions.

Writing & editing

Valentina Garcia
Sustainability Officer
valentina_garcia@roveg.nl

Design & Visuals

Joyce van der Slik
Marketing Officer
joyce_vanderslik@roveg.nl

Carla Rojas
Marketing Officer
carla_rojas@roveg.nl

ROVEG

exotics, fruit and vegetables

Roveg Fruit B.V.
Nijverheidsweg 20
2742 RG Waddinxveen
+31(0)180 63 57 00
sustainability@roveg.nl
www.roveg.nl

GROW. CONNECT. DELIVER.