



Building a
sustainable
future to
feed a global
population

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About us



Costa is a global leading grower, packer and marketer of fresh fruit and vegetables. From our farms to your door, we nurture our fruit and vegetables every step of the journey.

We integrate our Sustainable Commercial Farming principles into all our farming and operational practices to ensure long-term environmental stewardship and economic viability.

We acknowledge responsibility for the environment and communities within which we farm and grow our crops, recognising that innovation is essential to enhance productivity, reduce waste and adapt to challenges such as climate change and water security.

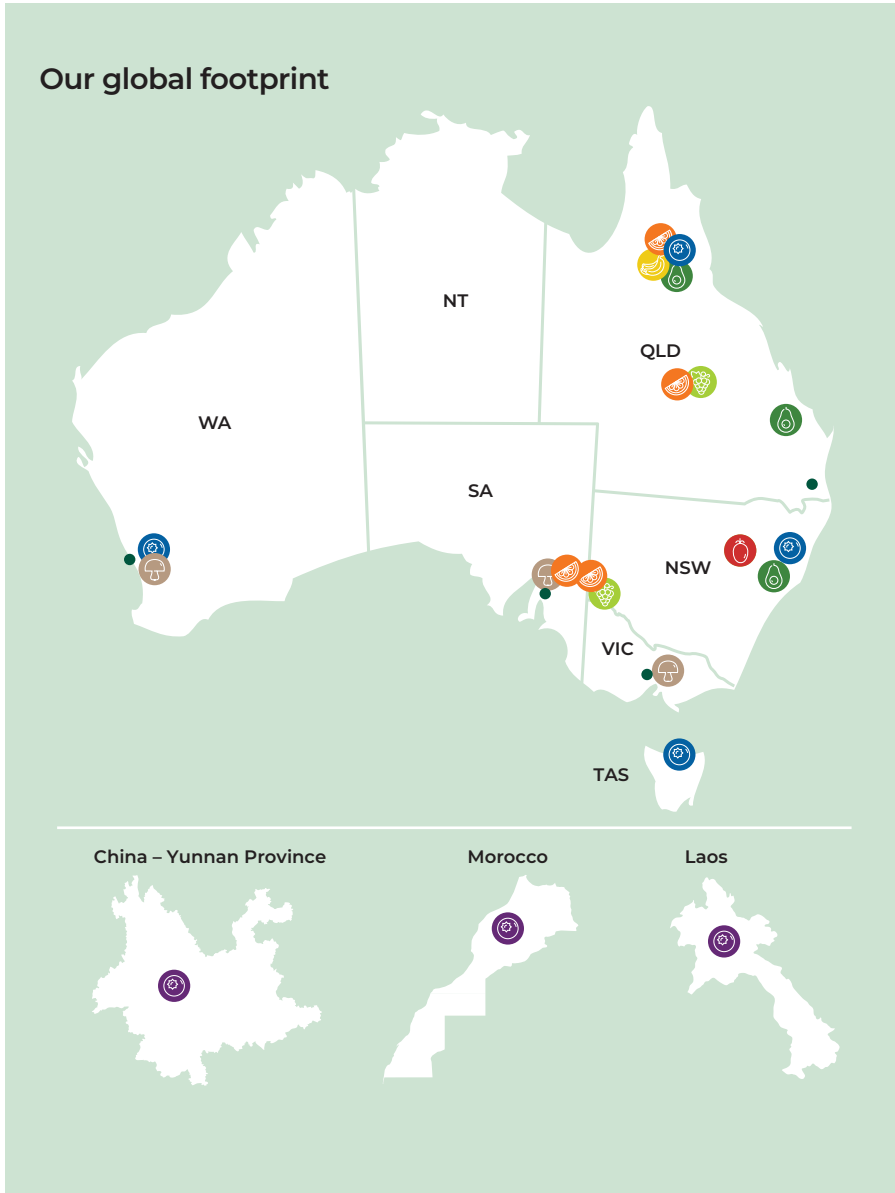
We are the leading fresh produce supplier to the Australian retailers, and we have a strong and growing global network across multiple continents. We are proud of our role in providing fresh, nutritious healthy produce to consumers across Australia and internationally.

Food Safety and Quality

Food safety, quality, and environmental stewardship are embedded in Costa's operations and decision-making and we are committed to being a trusted supplier of safe, legal and high-quality fresh produce. This commitment extends to protecting the environment and meeting customer, regulatory, and certification requirements across all supply chains.

About us

Our global footprint



Western Australia

- Berry Farm**
Gingin
- Compost Facility**
Mandurah
- Distribution Centre**
Jandakot
- Mushroom Farm**
Casuarina
- Select Fresh Group**
Canning Vale

South Australia

- Adelaide Wholesale Market**
Pooraka
- Citrus Farms**
Amaroo – Murtho,
Pike Creek – Lyrup,
Solara – Loxton, Bookpurnong
- Kangara Citrus Farm and Packhouse**
Murtho
- Mushroom Farm**
Monarto
- Yandilla Citrus Farm and Packhouse**
Renmark

Victoria

- Business Support Centre**
Docklands
- Citrus and Table Grape Farms**
Colignan
Nangiloc
- Citrus Farm**
Lindsay Point
- Compost Facility**
Nagambie
- Melbourne Wholesale Market**
Epping
- Mushroom Farm**
Mernda
- New South Wales**
- Avocado Farms**
Comboyne,
Fishermans Reach
- Berry Farm**
Corindi
- Citrus Farm**
Trentham Cliffs
- Table Grape Distribution Centre**
Euston
- Glasshouses**
Guyra

Queensland

- Avocado Farms**
Atherton, Paddy's Green,
Dimbulah, Childers
- Banana Farm**
Walkamin
- Berry Farms**
Atherton, Tolga, Walkamin,
Paddy's Green
- Brisbane Wholesale Market**
Rocklea
- Citrus and Table Grape Farms**
Emerald, Dimbulah
- Table Grape Farm**
Mundubbera
- Tasmania**
- Berry Farms**
Dunorlan, East Devonport,
Lebrina, Nine Mile,
Wesley Vale
- Berry Distribution Centre and Packhouse**
East Devonport
- Distribution Centre**
Devonport

China

- Bailang**
- Manlai/Manle**
- Guangmen**
- Manhong**
- Shuangqiao (SQ)**
- Jinji (Agripark)**
- Xinze**
- Sanchuan**
- Mingjiu**
- Morocco**
- Northern farms**
Rouiff, Ouled 2, Ouled
Zaouia, Riah
Choauffaa
Baytar 1, Baytar 2
Larache
- Southern farms**
Massa 1-4
Massa 5
- Laos**
- Paksong**

- Avocados
- Bananas
- Berries
- Berries International
- Citrus
- Grapes
- Mushrooms
- Tomatoes
- Distribution Centre/Support Centre



CEO Report



Welcome to our 2025 Sustainability Report. This year marked significant progress in our journey toward continued sustainable growth and global leadership in the growing and supply of fresh produce. We achieved major milestones that strengthen our ability to deliver premium, healthy products while reducing our environmental footprint.

Our newest international berry farm in Laos delivered its first harvest in October and will continue to expand in 2026. We have also continued to transform our business in a number of key categories to realise greater market opportunities. This included the diversification of our crops in China, development of a new product range from our Guyra Glasshouse and moving from wine grapes to table grapes.

As we continue to grow, innovation and sustainability remain central to our operations. We continually seek out new approaches to maximise productivity while minimising resource consumption. For example, the expansion of solar energy at our Monarto mushroom farm including the installation of a one-megawatt battery, became fully operational this year, contributing to our ongoing efforts to increase our adoption and use of renewable energy.

Water security is critical to our success. Across our farms, we continued to adopt advanced irrigation technology and data systems to further improve efficiency. At Walkamin, an upgrade to our banana packing shed reduced water use dramatically – from 2,400 litres per day to just 100 litres – while improving safety and fruit quality.

We also continued to innovate in our waste management solutions. At Corindi, we successfully reused raspberry coir in new plantings, reducing reliance on imported materials and supporting circular practices, and in packaging we participated in a large-scale trial to transition from rPET plastic to fully recyclable cardboard packaging for our Perino tomatoes.

In 2025, Costa conducted its first Employee Engagement Survey, reaching 2,371 employees. The survey achieved a strong participation rate, with 87% of individuals responding. Our engagement mean score of 3.94 places Costa at the 60th percentile among organisations completing this survey for the first time. These results indicate a solid foundation of employee engagement, as well as opportunities for further improvement.

Safety is our highest priority, and we continued to focus on areas of high risk. This included introducing driver training programs for workers through the Pacific Australia Labour Mobility (PALM) scheme and in our farms in Morocco.

Looking ahead

In 2025 we also established the Costa Sustainability Working Group which will monitor, oversee and report on progress on Sustainability KPIs which have been established by the Costa Board for 2026. These KPIs will focus on renewable energy, efficient and sustainable water use, sustainable packaging solutions, reduction of on-farm waste and ethical sourcing and community activity.

Our commitment to sustainability is unwavering. In 2026, we will advance our Scope 1 and 2 Net Zero pathway, strengthen climate resilience, and deliver projects that enhance resource efficiency and community wellbeing. Together, we are building a future where innovation and sustainability go hand in hand.

Marc Werner, CEO



Sustainable Commercial Farming Principles



Sustainable Commercial Farming Principles

UN Sustainable Development Goals

Climate resilience and sustainable water use

We are addressing the challenges of climate change by leveraging skills and technology to adapt and innovate. This includes expanding protected cropping across our portfolio, developing climate-resilient crop varieties, exploring new technological solutions, and integrating renewable energy sources where feasible. Our focus also remains on reducing water inputs per unit of crop output by improving water use efficiency and ensuring water security, particularly through water capture and recycling initiatives while not compromising yield and quality.



Waste

We recognise that waste in all forms presents challenges with respect to its reduction. This requires a multi-faceted approach that includes adopting practices to reduce the impact on crop yield and quality loss, stringent post-harvest time-temperature management to extend product life cycles, active management and reduction of production waste, seeking ways to minimise packaging waste and removing or eliminating non and low value labour intensive activities.



Productivity and Environmental Stewardship

We will drive improvements in agricultural productivity while maintaining a strong commitment to responsible environmental stewardship. This includes enhancing crop yield through precision farming and optimised inputs, promoting and protecting biodiversity across growing systems, and implementing practices that improve resource efficiency use.



Workforce

The knowledge and application of our sustainable farming practices is central to the development and training of our workforce. We also recognise they deserve a workplace that respects and recognises their basic human rights, is both safe and healthy, promotes diversity and provides opportunity for career advancement and training, while ensuring they are appropriately rewarded for their efforts.



Community impact and wellbeing

We will build and maintain an active involvement in supporting the social fabric of the many regional and rural communities in which we operate. We will actively contribute to fostering both economic and social benefits through close collaboration. At the same time, we take pride in growing only fresh, healthy, and nutritious food – free from artificial additives – that plays a vital role in maintaining physical and mental wellbeing. Our efforts reflect a holistic approach to community support, combining social engagement with the delivery of fresh wholesome produce.



Governance

Costa Group's Board has overarching responsibility for sustainability including climate related risks, opportunities, metrics and performance. The Board has significant experience across many sectors, global geographies and agriculture providing effective guidance for enterprise-wide strategies including sustainability and climate.

In 2025, climate-related matters presented to and considered by the Board included:

- Climate-related targets, strategy and plans
- Sustainability KPIs for the Executive Leadership team
- Climate-related risk reports and controls
- Regulatory requirements and compliance
- Updates on the Group's ESG performance and reporting.

Costa Executive Leadership team

Costa's Executive Leadership team plays a key role in driving sustainability performance and deliverables, including ensuring sound governance over climate-related risks and opportunities.

The Executive Leadership team receives regular updates on sustainability issues, including climate related and broader ESG matters relevant to the organisation. The Executive discusses and reports on the impact of varying climate conditions on our operations, production, and team. This includes mitigation strategies and longer-term planning.

We have controls in place for our most material issues such as water security, including divisional and enterprise-wide water risk plans, which detail mitigation and management of water risks. Operational controls for the workplace health and safety of employees during various weather conditions are also in place and reviewed on a regular basis.

Sustainability Working Group

In 2025, the Board approved sustainability KPIs linked to remuneration, commencing in 2026. The KPIs cover a range of areas including renewable energy, carbon reduction, packaging, water, waste, ethical sourcing and social licence. The Sustainability Working Group, chaired by the CEO, draws on members from across the business to oversee and report progress on achieving these KPIs.



Climate related disclosure Committee

Costa's Climate-related disclosure committee is a management committee sponsored by the Group Chief Financial Officer. The Committee's objective is to ensure compliance with regulatory disclosure requirements.

Risks, Opportunities and Resilience

Given the inherent relationship between Costa's core operations and climate, it is considered one of Costa's most material risks as well as presenting significant opportunities for the business.

Costa has focused on adapting to and increasing climate resilience with investment including; protected cropping, water security and management, renewable energy, product diversity and geographic diversity. These strategies ensure consistency in high quality supply to our customers and enable us to maximise our opportunities to leverage different climatic conditions and extend our growing windows.

In 2025, Costa's physical risks were assessed and ranked based on inherent risks. Some transition risks were also considered in the analysis. We will build on this work in 2026 by conducting a detailed review of our climate-related risks and opportunities including understanding our resilience and residual risk. This analysis will reflect business changes such as our increased international footprint and increased resilience efforts such as additional protected cropping and our solar program extension.

Looking ahead

In 2026 we have a significant suite of projects to deliver including:

- Climate Scenario Analysis to two future climate scenarios (low-warming and high-warming)
- Financial quantification of risks and opportunities
- Emissions reporting assurance
- Developing our Scope 1 and 2 Net Zero pathway
- Scope 3 emissions measurement.

Climate resilience and sustainable water use



We are continuing to meet the challenges presented by climate change, using skills and technology to adapt to changing circumstances. This includes advancing the adoption of and continued enhancement of protected cropping across our portfolio, developing new and more climate resilient crop varieties, finding new technological solutions and adopting the use of renewable energy sources where feasible to do so. We are also focused on improving water use efficiency and enhancing water security.

Scope 1 and 2 Net Zero pathway

Costa remains committed to achieving Net Zero Scope 1 and 2 emissions by 2050. Since the target was set in 2021, Costa's emissions profiling has evolved alongside technological advancements and business ownership changes. We are developing an updated pathway to assist us in meeting our target.

Greenhouse gas emissions

Greenhouse Gas (GHG) Emissions (tonnes CO₂-e)

National						
	Unit	2020-21	2021-22	2022-23	2023-24	2024-25
Total Scope 1* & 2 [^]	tonnes CO ₂ -e	121,270	133,601	127,192	124,726	117,366
Scope 1	tonnes CO ₂ -e	63,967	73,365	77,398	75,211	73,968
Scope 2	tonnes CO ₂ -e	57,303	60,236	49,794	49,515	43,398

The National Greenhouse Energy Reporting Scheme is based on the Greenhouse Gas Protocol published by the World Resources Institute and the World Business Council for Sustainable Development (WRI/WBCSD).

Data in this year's report does not include fertiliser emissions.

International						
	Unit	2020-21	2021-22	2022-23	2023-24	2024-25
Total Scope 1* & 2 [^]	tonnes CO ₂ -e	NA	8,038	8,885	9,473	9,970
Scope 1	tonnes CO ₂ -e	NA	1,455	1,706	1,791	1,992
Scope 2	tonnes CO ₂ -e	NA	6,584	7,178	7,682	7,978

Most recent reporting period for Australian operations only – National Greenhouse & Energy Reportings. 19 Energy and Emissions Report.

* Scope 1 emissions include combustion of fossil fuels (e.g. natural gas, fuel oil, propane, etc.), combustion of fossil fuels (e.g. gasoline, diesel) used in the operation of vehicles or other forms of mobile transportation and unintentional release of GHG from sources including refrigerant systems and natural gas distribution.

[^] Scope 2 emissions include Indirect GHG emissions from consumption of purchased electricity, heat or steam.

GHG Emissions – Scope 1 and 2 (National and International)



- Scope 1 – 75,960
- Scope 2 – 51,376



Renewable energy initiatives

The upgraded solar system at the Monarto South Australia mushroom facility went into full production in 2025, following the installation of an additional 1.2MW of solar capacity in 2024 and a 1MW Battery Energy Storage System.

New solar panels installed on a maintenance/equipment shed at the North Gregory avocado farm, Central Queensland (CQ) generated clean electricity on site, cutting grid demand and lowering emissions. Planning for additional solar systems was also under way in 2025 for implementation in 2026.

At our Monarto mushroom facility a heat reclamation project resulted in reduced emissions from a reduction in LPG use. The new system enabled heat to be generated by the existing chiller to be used in the growing room during winter.

In late 2023 the Mernda site steam boilers were upgraded with new high efficiency burners, which after a period of monitoring have now qualified for Victorian Government rebates due to the savings in their use of natural gas. There has been a 5% reduction in gas use at the site per tonne of mushrooms produced. Mernda is the Group's third largest user of gas.

As part of Costa's Sustainability KPIs, we have committed to installing renewable energy capacity at up to four additional sites per year from 2026.

In China, electric vehicles continue to be introduced across a number of the farming operations. In 2024 there were two electric commuting vehicles in operation in Banna farm, three in the Baoshan farm and 10 electric fruit vans in the Banna and Dali farms. In 2025, there were an additional 17 electric vehicles. Four electric vehicles replaced diesel trucks, and 13 were additions to the vehicle fleet.

Energy Consumption

National						
	Unit	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Total Energy Consumption	GJ	1,090,286	1,161,453	1,223,349	1,185,175	1,183,338
Total Energy Produced	GJ	8,478	7,645	6,608	9,575	10,675
Energy Consumed Net	GJ	1,081,808	1,153,808	1,216,741	1,175,600	1,150,406
International						
	Unit	FY2021-22	FY2022-23	FY2023-24	FY2024-25	
Total Energy Consumption	GJ	47,028	52,991	56,178	60,331	
Total Energy Produced	GJ	–	–	–	–	
Energy Consumed Net	GJ	47,028	52,991	56,178	60,331	

Calculation of energy to CO₂ equivalent is based on Victorian emissions reporting standards.

Total solar energy produced in 2025

Facilities/Farm	kW Installed	Solar Energy Produced 2025	GJs
Monarto Mushrooms	1,900	2,148,905	7,736
Walkamin Berries packshed	100	143,377	516
Fishermans Reach Avocado packshed	100	138,273	498
Corindi Berries pumpsheds	120	127,878	460
Walkamin Bananas packshed	100	121,133	436
Corindi Berries Dam	70	109,843	395
Tolga Berries pumpshed	30	53,282	192
Walkamin Berries pumpshed	30	51,694	186
Renmark Citrus Office	30	49,090	177
Atherton Berries pumpshed	55	44,023	158
Boonmoo 2PH pumpshed	30	40,799	147
Citrus Sunraysia packshed	100	40,458	146
Atherton Berries pumpshed	25	33,418	120
Total kWh		3,102,173	11,168

Note: Solar produced is measured for calendar year 2025 vs. NEGRs reporting which is for financial year 2024-2025, hence solar produced by farm in the table above does not reconcile with the 2024-2025 reported data under NEGRs.





Protected cropping

Business unit	Total protected hectares	Total hectares	Percentage protected
Berry International – China	440	440	100%
Berry International – Morocco	1,042	1,042	100%
Mushrooms	107	107	100%
Tomato	40	40	100%
Australian Berries	568	683	83%
Grapes	176	569	31%
Avocado & Banana	23	632	4%
Citrus	168	5,019	3%
Total	2,565	8,532	30%

Protected cropping figure for Morocco includes third-party growers.

Costa has in place a protected cropping program which addresses weather quality risks, and opportunities. This is focused on berries, citrus, table grapes, and avocado substrate. In 2025, 30% of the crops were protected.

A project to provide permanent netting over 53 hectares of plantings, consisting of mainly Afourer mandarins, was completed at the Kangara farm in the Riverland in September 2025.

The netting helps to improve fruit quality and reduce seed count in the Afourer mandarins, helping to maximise pricing. Permanent netting also helps reduce the risk of severe crop loss due to extreme weather events (including hail, heat waves and high winds). Benefits also include reduced wind blemish and sunburn as well as water savings of up to 1ML per hectare.





Water management

Costa has in place a company wide Water Risk Strategy which details current risks and mitigation strategies. Risk assessments were prepared using multiple risk criteria across areas such as water security, price, competing use and climate trends. These risk assessments are regularly updated and reviewed by the Costa Board.

Water consumption can and will change from year to year, separate to any endeavours to reduce or improve efficiency of such consumption. This is primarily reflective of weather and climate related variables including drought and/or drought like conditions, resulting in less than average rainfall for a particular location or region. This may necessitate increased consumption versus a previous reporting period to achieve the same or similar crop yields and the increased financial cost associated with sourcing any additional water requirements which is not directly captured on site or covered by existing allocation entitlements.

Water consumption by category (ML)

Category	2024	2025	Overall notes
Avocados and Bananas	3,991	2,919	Reduced water usage due to the sale of Tully banana farm.
Australian Berries	2,879	3,119	Increased water use due to expansion of farming activities in Gingin, Western Australia, Corindi, New South Wales, and Far North Queensland.
Citrus and Grapes	44,537	41,645	Reduced water use due to irrigation improvements at 2PH and the sale of a grape farm. Maturing trees (high water use) have been offset by the removal of some poor performing trees.
Mushrooms	423	277	Reduction in water usage led by process changes and increase in recycled water usage at Mernda.
Tomatoes	494	596	Increase in water use due to increase in production.
Berry International – Morocco	2,328	2,267	Minimal change in overall water use. Maturing plantings of substrate balancing a reduction in footprint for redevelopment projects.
Berry International – China	2,576	2,509	Minimal change in overall water use. Balancing out a reduction in use in transitional nurseries with increase in use on new farms.
Total	61,219	53,332	



Kilogram of produce per ML of water used

Category	CY2024	CY2025
Avocados and Bananas	2,245	15,438
Australian Berries	4,171	3,620
Citrus and Grapes	3,178	3,628
Mushrooms	73,643	93,054
Tomatoes	30,536	27,854
Berry International – Morocco	2,777	5,660
Berry International – China	3,312	3,587

Water efficiency and consumption

In our international operations in China, Morocco and Laos, a project to improve irrigation agronomy by adopting a centralised system, capable of tracking irrigation data 24 hours a day, was implemented to help ensure efficient water use. The key benefits have been improved data sharing capabilities; faster and easier data access; and automated dashboard analysis.

At the Mernda mushroom facility, the chemical dosing and process parameters in the on-site wastewater treatment plant were redesigned and adjusted to maximise water recovery for washdown operations. This process optimisation enabled the facility to increase the proportion of recycled water by 30%, significantly reducing freshwater consumption.

A water reduction program was also put in place at the Monarto mushroom facility with a change in cleaning processes reducing water consumption by approximately 30% per week. At Casuarina, a filter system was installed as a trial to test whether washdown water generated could be reused for various cleaning duties.

The FNQ avocado team installed variable speed drives on irrigation pumps to match pump output precisely to crop demand. This has reduced electricity use, lowered greenhouse gas emissions and reduced wear and tear on equipment, all while maintaining reliable water delivery to the trees.

Across FNQ avocado and banana blocks, irrigation is now guided by soil moisture probes, dendrometers and structured irrigation scheduling. These tools enable the team to apply water only when and where it's needed, improving water-use efficiency and reducing energy use from pumping.

Better matching irrigation to plant demand also supports root health and soil structure, helping build more resilient, climate-smart production systems.

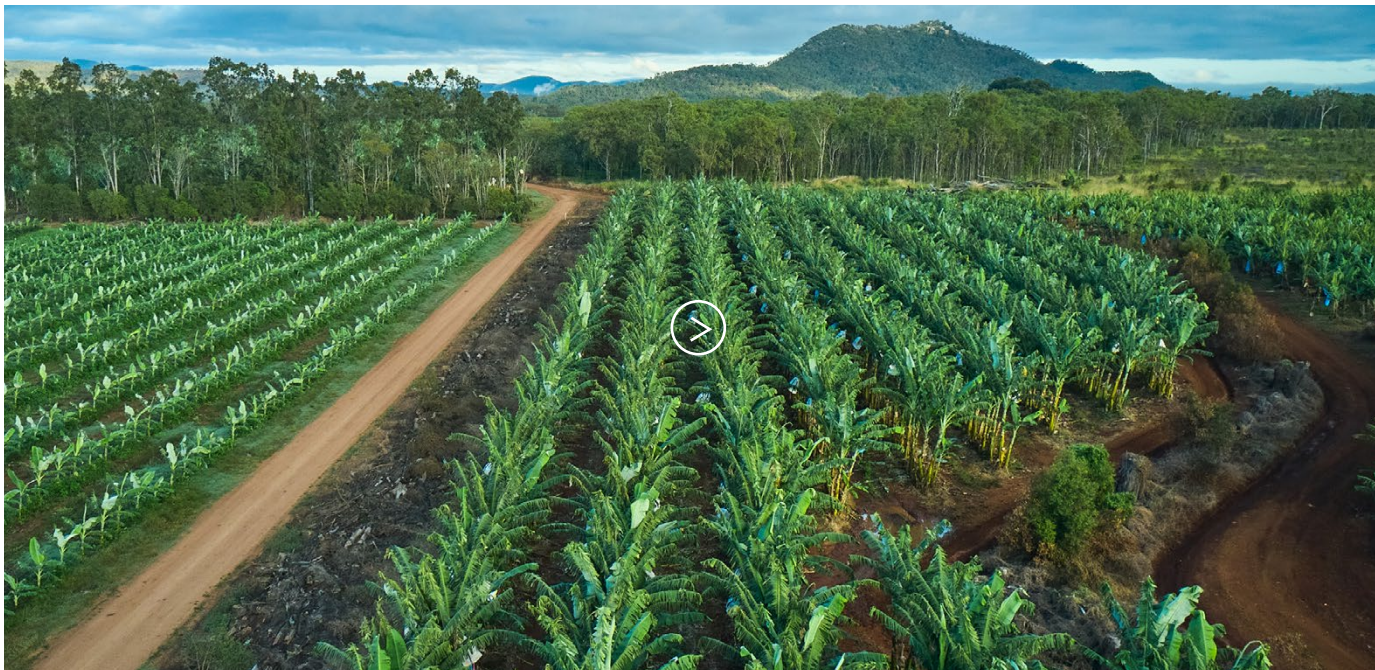
Genetics

Costa's Variety Improvement Program – rebranded to BluGenix in early 2026 - is globally recognised for developing new premium blueberry varieties, which are licensed in Australia, Asia, the Americas and Africa.

Headquartered in Corindi NSW, Australia, the program leverages over four decades of expertise and a vast network of farms to breed new varieties suited to diverse climates and latitudes. In Australia, the breeding program operates in FNQ, NSW, WA and Tasmania, providing a broad range of climatic conditions from low latitude no chill to mid chill regions. This enables the team to select varieties that will be resilient and adapted to the climatic conditions of the particular location.

In NSW and Queensland wet conditions are the perfect environments for foliar diseases such as rust. The Costa breeding programs aim to select varieties that are naturally resistant to foliar rust, by screening the plants in locations where the disease pressure is high.

Similarly, in Western Australia, where the hot and dry weather are optimal conditions for chilly thrips to thrive, the breeding program aims to select varieties that are naturally resistant to the pest pressure.



Case Study

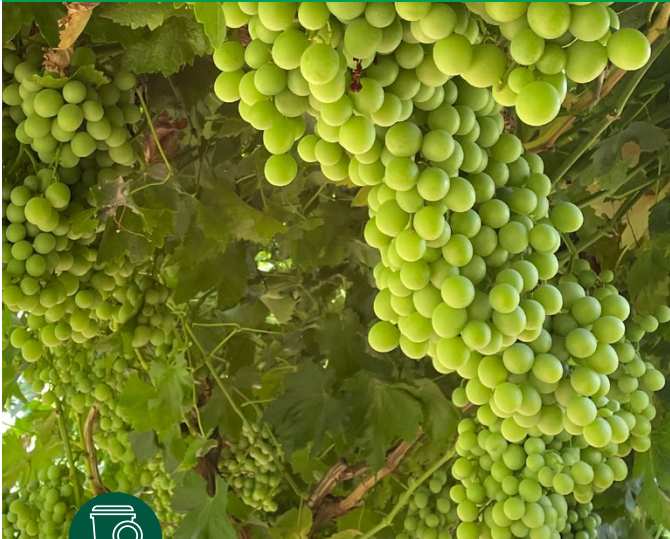


Walkamin Banana pack shed upgrade

The Walkamin banana pack shed in Far North Queensland (FNQ) was upgraded in 2025, resulting in a reduction in water and chemical use. The upgrade included the installation of an ultraviolet water filtration and storage system, providing a 100% potable water solution. The post-harvest fungicide treatment system was also upgraded. The previous system ran all day and used a water and chemical mix of 2,400 litres a day. With the new system water and chemical use has been reduced to 100 litres a day.

A new inline belt delivery system also now delivers the banana bunches to packers which means they no longer reach into the tubs of water to retrieve the sinking bananas. This has increased safety and efficiency and reduced handling of the fruit, resulting in less bruising and defects and maximising the percentage of premium packout.

Waste



We take a comprehensive approach to reducing waste – protecting crop yield and quality, extending product life cycles, actively managing production waste, and pursuing innovative solutions to minimise packaging.

Waste management approach

Costa continues to identify new opportunities to reduce waste at its source, reuse materials within our operations and find and implement recycling solutions.

Recycling 2025



Sustainable packaging

Costa is a member of the Australian Packaging Covenant Organisation (APCO), a not-for-profit organisation leading the development of a circular economy for packaging in Australia. APCO has been charged by government to facilitate the delivery of Australia's 2025 National Packaging Targets.

Costa has in place an Action Plan, lodged with APCO, which outlines the commitments the business has made to move to more sustainable packaging. In the 2025 APCO Annual Report, covering the reporting period January 2024 to December 2024 Costa's overall performance was rated as Advanced, showing tangible action on the packaging sustainability journey.

In 2025, Costa also engaged an external consultant to conduct a Packaging Life Cycle Assessment Review of 10 selected packaging formats used across its operations. This data will help to inform further actions in 2026.

Case Study



Cardboard packaging trial

In 2025, Costa partnered with Coles and Opal in a large-scale trial to transition packaging for Perino® tomatoes from rPET plastic to fully recyclable sustainable cardboard packaging, across Coles Victorian stores.

This industry-leading initiative underscores Costa's commitment to cutting plastic packaging waste and delivering on the APCO 2025 National Packaging Targets.

The cardboard Costa Perino® packs, designed by Opal and made from responsibly sourced, kerbside-recyclable materials, will replace Costa's existing 80% rPET punnets. This change is designed to further improve recyclability, significantly reduce reliance on plastic, and accelerate the development of a circular packaging economy in Australia.

Key benefits of the trial include:

- A significant reduction in plastic
- Cardboard packaging made from FSCS-certified, fully recyclable material
- Improved environmental footprint across the product lifecycle
- Stronger alignment with APCO 2025 National Packaging Targets.





Costa has achieved success in some areas of mushroom packaging including transitioning all mushroom PET packaging to include 60% rPET and the removal of problematic brown punnets, which have been replaced with clear PET. There is ongoing work being done to source a replacement for the prepack PVC wrap, whilst also ensuring product quality and longevity is not compromised, resulting in waste.

Pre-packed mushrooms have a number of benefits including longer shelf life to avoid spoilage and food waste. It also enables producers to minimise food waste at the farm as it enables the use of misshapen mushrooms, which might otherwise be discarded.

In grapes, Costa's introduction of paper bags to replace fully plastic packaging for grape bunches, implemented in 2024, has led to industry wide adoption of this new packaging format.



Recycling and reuse initiatives

Across our farms, recycling initiatives are in place to minimise waste to landfill.

At Mernda, the team replaced single-use plastic bags previously used for collecting and disposing of mushroom waste in the growing rooms with a reusable small-bin collection system. This sustainable initiative eliminated the need for plastic bag purchases every quarter, reducing plastic waste generation. The transition not only improved environmental performance but also streamlined waste handling efficiency across production areas.

In Casuarina, the team conducted a review with waste collection service Remondis and as a result identified opportunities to reduce general waste. The team worked with Smart Waste to introduce balers to compact cardboard and plastic, reducing the volume of material, as well as reducing collection services by 156 trips a year. Recycling bins were also placed around site to collect plastic through the Western Australian Government Containers for Change program. This raised more than \$500 for a local women's refuge.

In FNQ, used banana bags were collected and sent for recycling instead of going to landfill. This initiative significantly reduced plastic waste, keeping material in circulation longer and reducing the environmental footprint of packaging. It also raised awareness among farm teams about responsible plastic use and disposal.

In China the team is continuing to look for ways to reduce waste and improve resource efficiency. This includes the reuse of expandable pots from earlier plant trials, which are being washed, sanitised, and reused within new trial setups. This approach lowers material use while maintaining plant health and system integrity.

At the Corindi berry farm, a Sustainability Committee oversees activity to integrate sustainability initiatives into business strategy. This includes waste initiatives which have resulted in a consistent reduction in the total waste volume sent to landfill. In CY24, 90% of total waste was recycled, with 10% sent to landfill. In 2025, this increased to 93% of total waste recycled, with 7% sent to landfill. The committee also looks for recycling solutions for farm materials such as netting and rope as well as coordinating on-farm clean ups. In 2025, the farm was registered with drumMuster to participate in bagMuster – a new program to recycle fertilizer bags.

Fruit waste at the Elm Street Glasshouses in Guyra was reduced following the installation of two robotic roof washers. This enabled the team to apply and remove protective coatings to the glasshouse roof at the most optimum times, ensuring a better climate for the crops to perform better and subsequently reduce waste.

Case Study



Raspberry coir reuse trial

Plant material is composted where possible and practical and either reused on site or through commercial operations. Through 2025 Costa also actively contributed to food programs to minimise fruit waste (see Community impact section), along with providing organic material for use as feed stock.

In 2025, the Corindi Berry team successfully completed a trial in which waste raspberry coir was processed through fermentation and reused in a new planting. As raspberry plants are removed at the end of life, the coir (coconut-based planting media) is reused as mulch through a local company.

In this trial which began in 2024, a two-part liquid catalyst was added to the moistened coir and covered for six months. The process neutralizes weed seeds and reduces plant pathogens. At the end of this period, the fermented coir was successfully added into a mix with new coir for a one-hectare planting of raspberries, effectively reducing the amount of new coir required with no negative impact on yield.

Using this process has the potential to reduce the requirement for imported coir by more than 50%.



Productivity and environmental stewardship



We are driving improvements in agricultural productivity while maintaining a strong commitment to responsible environmental stewardship. This includes enhancing crop yield through precision farming and optimised inputs, promoting and protecting biodiversity across growing systems, and implementing practices that improve resource efficiency use.

Integrated Pest Management

Costa applies an Integrated Pest Management (IPM) approach across its operations to reduce pesticide use, where practical, and minimise environmental risks. In the Berry category, this approach employs a hierarchy of controls to seek the best outcome.

These IPM tools include:

- **Prevention:** The use of disease and pest resistant varieties in-field sanitation to reduce pest load.
- **Monitoring:** Regular pest scouting to detect issues early and plan control measures as thresholds are exceeded.
- **Cultural controls:** Practices such as crop rotation and protected cropping.
- **Biological controls:** Use of natural enemies to target pests.
- **Physical controls:** Traps, barriers, and manual removal where possible.
- **Chemical controls:** Applied when necessary, giving preference to selective and targeted pesticides that are IPM friendly.

The use of polytunnels in protected cropping is a key cultural control in berry growing, reducing fungal diseases and certain insect pests. Biological controls involve introducing or encouraging natural predators, parasitoids, and pathogens of pests. Examples include:

- **Ladybugs and predatory mites** for controlling mites, thrips, aphids, and fungus gnats.
- **Parasitic wasps** for aphids, whitefly, and caterpillars.
- **Lacewings** for generalist feeding on scale insects, mealybug crawlers, and aphids.

Costa also promotes naturally occurring pest enemies by limiting chemical use and maintaining non-crop areas to support biodiversity. Physical controls such as traps and barriers are used where appropriate, along with the manual removal of pests when feasible.

In Costa's newest farm in Laos, the team established sweet alyssum plants in half of the planted area. Sweet alyssum provides a refuge for beneficial insects by offering continuous nectar, pollen, and sheltered habitat, helping attract predator populations.

Orius bug releases were also being used to help with thrip control as an alternative to chemical control.

In China, UV-C autonomous robot trials commenced with an autonomous robot that travels through the rows emitting UV-C light to suppress powdery mildew. Early expectations are that this technology could reduce fungicide applications.

The team in China also continued work with parasitoid wasp species for mealybug control and also trialled Lacewing, which showed control against thrips and mealybugs. The team was also looking at alternative products to chemical application such as Kaolin Clay and Diatomaceous Earth. These products were working well to reduce up to three chemical applications per season.

In the Sunraysia region in Victoria, biological pest control is used in our citrus orchards where possible, with continual research and investigation of new pest control technology that is not reliant on agrichemical spraying. Woodlots of native tree species have been established on farms where soil is not suitable for horticulture, providing a refuge for many bird species and kangaroos. Native vegetation refuges are also protected within farms and along boundaries where they are watered with drainage water to keep them vibrant through hot dry periods. Green corridors are planted connecting wildlife populations and protecting migration.

Our avocado and banana farms in FNQ, and avocados in CQ and NSW, are compliant with Freshcare Environmental which includes a range of environmental practices such as the protection of vegetation corridors and wildlife around orchards; a focus on reducing chemical use through pest monitoring and improved thresholds; and targeted nutrient applications to reduce run-off.

The avocado and banana farms in FNQ and CQ also have Hort360 Reef Certification, demonstrating their environmental stewardship and industry best practice standards in the Great Barrier Reef catchments. This certification is reviewed annually.



Continuous improvement in agronomic performance

Closing the yield gap and pursuit of continuous improvement remains a top priority across the business. As part of this strategy, in our international berry operations there was a focus on improving agronomic performance through improved irrigation agronomy, upgrading inefficient irrigation systems that hinder performance, and enhancing pest and disease management through systematic surveillance and preventative measures.

Working across key global networks in Morocco, China and third-party grower groups in southeast Africa, significant progress was achieved in 2025 by digitising information data capture across farms.

This included the development of a digital irrigation system to enable the 24-hour tracking of irrigation data; a climate monitoring network to improve pest and disease management and the utilisation of weather stations to support decision-making.

Digital based solutions were also adopted in the new Costa berry farm in Laos.

Across the African Blue farms in Morocco, the team explored the use of drain trays which capture a range of data to help with the application of precision irrigation techniques.

To complement on-farm advancements, African Blue also significantly strengthened its post-harvest capabilities. The 10,000-square-metre packing facility in Larache was enhanced with a 12-lane Elifab mechanical packing line, increasing operational efficiency and throughput. This infrastructure is key to supporting the company's export programs and maintaining consistent product quality across global markets including the European Union, United Kingdom, United States, Canada and Asia.



In the Berry Category in Australia, a new climate monitoring system was implemented across all farms. Weather stations which capture soil moisture, temperature, rainfall and solar radiation, were installed on all farms, consolidating previous systems utilising different vendors. Soil moisture readings, for example, are now captured at five-minute intervals, enabling granular environmental monitoring.

The systems provide real-time data and a 24-hour forecast to irrigators and horticulturalists to better inform decision making around water use and other inputs, with the goal to reduce resources where practical.

A web application was also developed to enable all the data to be centrally located in a single data warehouse, enabling more strategic analysis and decision making. The data warehouse includes historical data dating back to 2008, which is now available through a single source.

An automated fertigation system was implemented in the Avocado Category to reduce the risk of run-off. With the automated system, soluble fertilisers are mixed with water on site and stored in 16,000 litre tanks and applied through the sprinklers. This ensures the nutrients are applied in the right place and eliminating the chance of run off. This also helps to ensure the fertiliser stays within the feeder root system of the trees.

In the CQ avocado farm at Hillcrest, the fertigation system was upgraded to deliver nutrients more precisely through the irrigation system, reducing run-off, leaching and overall fertiliser use.

The NSW avocado team implemented erosion control measures at Playford, including stabilising vulnerable areas and improving drainage. These works help keep soil on farm, reduce sediment and nutrient run-off into local waterways, protect the long-term productivity of the orchards and support healthier surrounding ecosystems.

At the 2PH citrus farms in Emerald, an autonomous robotic slasher was being used to keep grass levels down to a minimum which in turn led to a reduction in herbicide use. It also resulted in reduced diesel use, and as it is lighter than a tractor, less soil compaction. Flow meters were also installed in tractors/sprayers to ensure the volume of spray being applied is at its most effective to reduce waste.

Case Study



African Blue redevelopment

In response to evolving global market demands – particularly the growing emphasis on fruit size, consistency, and quality – African Blue launched a comprehensive 10-year redevelopment strategy in 2021.

This long-term plan targets the replanting and development of more than 706 hectares of Costa owned farms by 2031, centred around Costa's advanced proprietary genetics: Eterna, Breeze, and Cascade. Now in its fourth year, the initiative is already showing impressive results. Newly redeveloped farms are achieving substantial improvements in both yield and fruit quality. Notably, first-year commercial harvests of Cascade grown in soil are forecast to exceed 15 tonnes per hectare, demonstrating the performance potential of the new blueberry genetics platform.

To maintain its competitive edge, African Blue is fast-tracking the evaluation and local adaptation of new Costa blueberry varieties. This industry leading approach ensures the company remains at the forefront of varietal innovation, continuously aligning its offering with evolving consumer preferences and environmental conditions.



Workforce



The Costa business is founded on the principles of People First. We treat our people with respect, offering flexible work, opportunity for career growth, recognition and reward for effort, and fostering an environment that provides comprehensive health and wellbeing support.

We strive for integrity and honesty and seek out those qualities in our partners and employees. By valuing and rewarding character we're ensuring the sustainability, development, and profitable growth of our business.

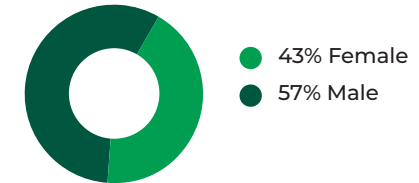
Employees by location

Locations	Hours	FTE
Costa Group	23,769,411	11,156
Australia	10,190,337	5,157
Morocco	6,367,477	2,551
China	6,970,321	3,351
Laos	241,276	97

Number of nationalities

94

Costa Group workforce gender composition*



Costa Australia Operations **

23% women in senior management or above

39% non-manager promotions awarded to female employees

40% manager promotions awarded to female employees

33% of all permanent appointments were female

37% of our agronomists are female

58% of total voluntary resignations were male employees

18% annual attrition

86 permanent employees net reduction

All Costa Board members are male

* Direct hires only, total employees for the year, except China, where average numbers used, consistent with previous reporting (as numbers by month can't be added together). Non-binary remains insignificant, with only 5 direct hires identified as non-binary.

** Data for Costa Australia only.

Employee engagement survey results

Costa conducted its first enterprise-wide Employee Engagement Survey in partnership with Gallup in 2025. The survey was distributed amongst 2,371 individuals, with 87% completing the survey. The engagement mean of 3.94 placed Costa at the 60th percentile of organisations completing this survey for the first time (based on Gallup Global Database). These results indicated a strong foundation of employee engagement, with some opportunities for improvement to build on and action plans were put in place at both the enterprise and the team level.



Case Study



Costa awards

The outstanding contributions of Costa's employees were recognised in 2025 at a gala Costa Awards ceremony, attended by close to 200 people including representatives from across our Australian and international operations.

The Frank Costa Award for Management Excellence was presented to Badi Kargar, State Manager for Vertical Farming, Victoria. Badi has transformed challenges into opportunities and ideas into impactful results. His leadership has not only propelled operational success at Mernda but has also fostered a culture where continuous improvement and innovation are a way of life.

Awards were also presented in areas including People and Culture; Workplace Health and Safety; Food Safety and Quality; Innovation, Research and Development; Managing Growth; and Customer Service. [Read more on our website](#) or [view video](#).



Diversity and inclusion initiatives

Costa is committed to creating and ensuring a diverse and inclusive work environment in which everyone is treated fairly, with respect and dignity. Initiatives include training for new starters on diversity, sexual harassment prevention and discrimination and equal employment opportunities. Costa is also committed to providing culturally safe and respectful engagement with and between workers. Mandatory 'cultural competency' training for key personnel working with individuals from the Pacific Islands is also required.

Costa reported in 2025 that the number of women in managerial roles remained at 25%. This has been achieved through a focus on effective succession planning and execution, and targeted talent processes. For the most recent reporting period (FY24) the average total remuneration gender pay gap was 10.4% and the median was 4.9%, which was significantly smaller than the industry standard. Costa continued to invest in building the competence of leaders and HR personnel towards transparent remuneration processes and pay equity.

Throughout the year Costa hosted a range of activities to celebrate occasions including International Women's Day as well as various cultural days of significance, such as Harmony Day, Lunar New Year, Philippines Independence Day, Samoan Independence Day, and Diwali.

In Guyra, the Costa Glasshouse team received the Excellence in Diversity and Inclusion Award at the New England Northwest Business Awards. The recognition reflects the team's strong commitment to fostering a workplace where everyone feels

respected, included, and empowered to succeed. In 2025, there were 764 people employed at the glasshouses, including 344 women (45%), 106 young adults aged 18–24, and 38 employees over 55. The team includes apprentices, a school-based trainee, and scholarship recipients from the University of New England, supporting career development across all stages.

Cultural diversity is a core strength, with 654 employees from culturally and linguistically diverse backgrounds, representing over 40 nationalities.

At the Mernda mushroom farm, a trial program began in 2025 to help address communication and literacy challenges particularly for team leaders who are from and are working with people from English and non-English speaking backgrounds.

The program is designed to strengthen the communication, language, and leadership skills of team leaders so they can effectively guide, support, and supervise workers in a food-growing environment. It aims to build leaders' confidence in giving instructions, managing workplace interactions, and using written and digital workplace texts. By improving these capabilities, the program supports consistent training, safe work practices, and compliance with mandatory hygiene and contamination-prevention standards across the workforce.

The trial is being tested and refined at Mernda, with the goal to role it out at other sites, such as Guyra.



Case Study



PALM workers sharing culture

Costa employees working through the Pacific Australia Labour Mobility scheme contributed to a range of community and cultural events throughout the year. Kiribati and Solomon Islands PALM workers from the Corindi Berry farm participated in a cultural exchange at Gurehlgam, the local Indigenous centre in Grafton. Both groups showcased songs and traditional dances from their respective cultures, which were warmly received by all in attendance.



Case Study



Providing employment opportunities

The Berry team in Tasmania received a certificate of appreciation for the partnership with Possability over the past four years, providing employment opportunities for people with disabilities.

The partnership with Possability began in 2021, when the team welcomed three of their participants to work at the East Devonport Distribution Centre one day a week. By the following year, the program expanded to include four participants, and involvement increased to three days per week during the peak harvest season.

Leadership development and early careers

Building the capability of leaders across the business continued in 2025, with a five-to-six-month development program offered to around 80 critical leaders across the organisation. The Costa Manager Program is an experiential learning program, aimed at providing middle level managers with the knowledge and skills for day-to-day leadership and management of people. In addition, Costa expanded its talent pool and program to offer specific development for individuals, to close succession gaps, and to grow talent towards critical roles across the organisation.

Early careers

Costa is proud of its ongoing commitment to employing and mentoring graduates, apprentices and trainees. In addition to the 16 current apprentices and trainees employed across the business, Costa offers a Graduate Development Program which aims to develop upcoming talent by providing an intensive hands-on and educational experience across key produce groups, departments, locations and functions. In 2025, 10 participants commenced this program, giving them the opportunity to either rotate through different categories, locations, or to take on permanent positions across the broader Costa business.

Modern slavery and ethical sourcing

Costa is committed to respecting human rights across our domestic and global operations, and we report our actions through the annual Modern Slavery Statement. The 2025 Modern Slavery Statement will be published in the first half of 2026.

Costa's Ethical Sourcing Program is a core component of our commitment to reducing the risk of worker exploitation, including modern slavery, within our supply chains. By using the Sedex data platform, we gain visibility into potential risks and can assess the management practices of our partner growers. This insight enables us to collaborate closely with them to identify opportunities for improvement, provide targeted support to mitigate risks, and act where necessary.

In 2025, the Costa Board established Executive KPIs which includes ethical sourcing. This will place increased emphasis on ensuring compliance with ethical sourcing requirements and supplier compliance to the Costa Supplier Code of conduct.

We have continued to expand the use of third party verification across our partner grower network through Sedex Members Ethical Trade Audits (SMETA). When compliance issues are identified, we work with growers to implement remediation actions, which are then independently verified as complete. In addition, selected Costa-owned production sites are undergoing third-party verification of labour and work health and safety standards, also using SMETA audits conducted by an independent audit firm.

Costa also has in place a People Assurance Team which collaborates with site teams to develop, review, improve and monitor Costa's labour standards, processes and associated policies.

Case Study



Monique Purchase

Monique Purchase qualified as a Maintenance Fitter after completing her Certificate III in Engineering – Mechanical Trade.

Monique's journey with Costa began in 2020 through a school-based apprenticeship (SBAT). She joined the Nagambie mushroom compost team full-time in October 2021 and quickly stood out for her passion, determination, and natural talent for mechanical work.

From the outset, Monique demonstrated a strong work ethic and a genuine enthusiasm for the trade. She completed her trade school requirements 80 hours ahead of schedule – all while managing full-time work and finishing Year 12 in 2022. Her commitment and drive set a high standard and earned her the respect of her colleagues and mentors alike.

Now a fully qualified tradesperson, Monique continues to make a tangible impact at the Nagambie facility. Whether she's diagnosing complex mechanical issues or independently leading repair projects, her skills and confidence continue to grow.



Health and safety

Vision Zero Strategy

Costa's safety strategy – Vision Zero. Zero Serious Injuries. Zero Excuses – includes four key goals:

- 1 Achieve an independent safety culture
- 2 Safety programs to support commercial outcomes
- 3 Ensure compliance with legislation and regulations
- 4 Accomplish best practice safety performance.

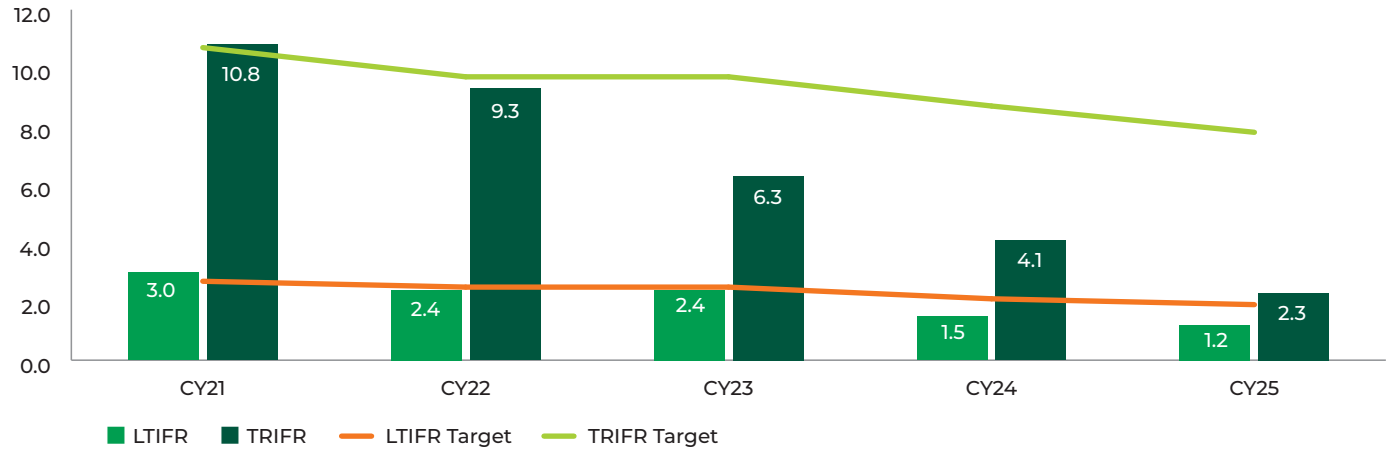
In 2025, leading safety indicators, including safety contacts and the reporting of hazards and near misses, again showed improvement. Safety contacts have continued to increase year-on-year, including a 14.1% increase from 2024 to 2025, indicating a sustained focus on quality interactions and proactive safety culture.

The Total Recordable Injury Frequency Rate (TRIFR), the number of injuries requiring medical treatment per million hours worked, decreased from 4.1 in 2024 to 2.3 in 2025.

In addition the Lost Time Injury Frequency Rate (LTIFR), the number of lost time injuries per million hours worked, decreased from 1.5 in 2024 to 1.2 in 2025.

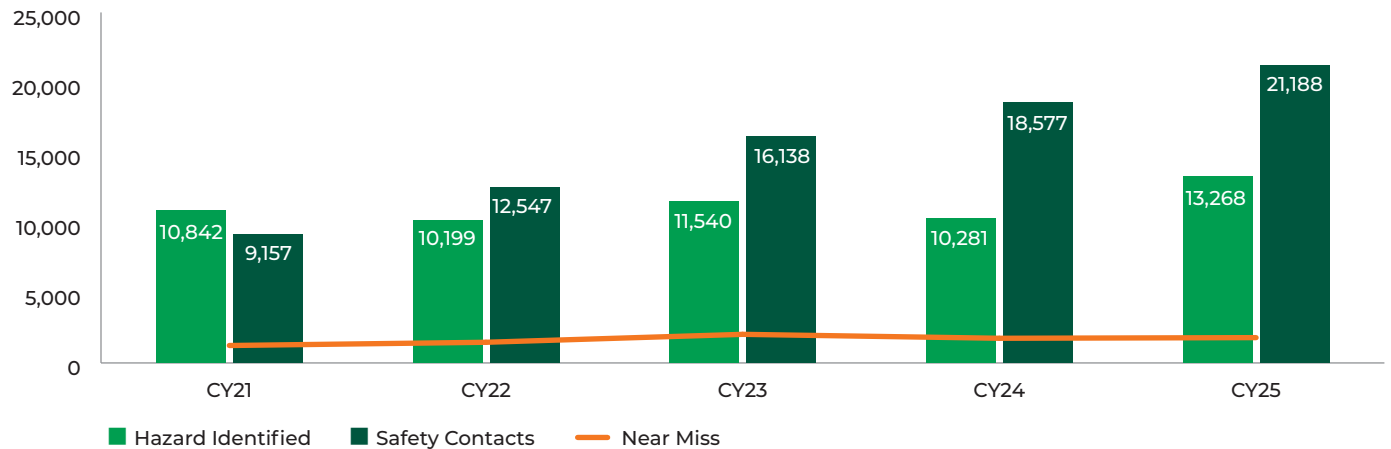


Costa Group WHS Lagging Indicators



LTIFR – Lost Time Injury Frequency Rate: the number of lost time injuries occurring in a workplace per million hours worked.
 TRIFR – Total Recordable Injury Frequency Rate: the number of injuries requiring medical treatment per million hours worked.

Costa Group WHS Leading Indicators





Case Study



Safety management program

In 2025 Costa began the implementation process of a new cloud-based health, safety and environment management system. SHIELD (powered by Donesafe) is designed to improve workplace safety and compliance. To be implemented in 2026, SHIELD will provide a centralised system connecting frontline workers, supervisors, and management in real time, enabling seamless communication and data sharing across all levels of the organisation.

Features will include:

- Real-time access and reporting – Workers can log incidents, hazards, and observations instantly from any device.
- Automated workflows and escalation – Ensures timely action on safety issues and compliance tasks.
- Data analytics and dashboards – Provides actionable insights for decision making and continuous improvement.
- Integration capabilities – Works with existing systems to streamline processes and reduce duplication.

By digitising safety processes, SHIELD is aimed at reducing risk, improving compliance, and fostering a proactive safety culture.



Technology innovation

Costa maintains a robust injury management and return-to-work process that promotes early reporting and intervention, resulting in record-low lag indicators across the company and the agricultural industry. To further reduce injury trends, Costa has invested in innovative technologies, including semi-autonomous robotic machines called Burros.

These four-wheel robots use computer vision and GPS to transport fruit trays, reducing the need for workers to walk long distances and carry heavy loads on uneven ground. This has improved harvest efficiency and significantly reduced heat stress cases and musculoskeletal injuries, particularly during summer.

Driver training was also a key safety focus during 2025, with a new driver training program implemented for all Costa PALM workers. The program consisted of sessions for all drivers and passengers, as well as more targeted training for people who are designated drivers for the commuting, recreation, and shopping transport needs of the various PALM worker cohorts.

In Morocco, a two-day training program was conducted to enhance driving skills and safety awareness among employees. They key components of the training included a theoretical session covering the Moroccan Highway Code, regulatory updates, accident case studies, and new driving rules.

Practical simulations using visual reality goggles were used to demonstrate the impairment impact for medication/alcohol effects and also to test emergency braking reflex tests. There were also on-road tests for blind spot management and cone-based manoeuvring for spatial awareness.

National Safe Work month was celebrated across sites in October 2025. A range of activities were conducted including safety competitions, barbecues and health and wellness programs. Safety messaging was also provided across the group focused on the theme Safety: every job, every day. Costa teams also ran a range of activities supporting RUOK Day? an annual campaign in Australia focusing on mental health.

Work safety award nominations

The team at the Colignan Victoria Grape farm was nominated in 2025 as a finalist in the Victorian WorkSafe Awards, to be announced in 2026.

The team is a finalist in the Farm Safety Solution category and was nominated for their implementation of autonomous vehicles into the table grape crop on farm.

In Western Australia, the team at Casuarina Mushroom farm were finalists for the second year running in the Health and Safety Representative and Committee Award in the WHS Awards 2025.



Community impact and wellbeing



Central to our commitment to sustainability is fostering thriving communities and building meaningful relationships to help improve economic and social outcomes. We understand that our success is deeply interconnected with the wellbeing of our employees, customers, partners, and the wider community and we take pride in the role we play in supporting the regions in which we farm.

Case Study



Stephanie Alexander Kitchen Garden Foundation

In 2025, Costa Group launched a three-year partnership with the Stephanie Alexander Kitchen Garden Foundation to support 31 schools and early childhood services across Australia, starting with 11 regional schools located near Costa farms. This initiative aims to foster healthier communities by educating children about nutrition through hands-on gardening and cooking experiences.

The first 11 schools to benefit from this program in 2025 were:

- Atherton State Primary School, QLD
- Mareeba State School, QLD
- East Devonport Primary School, TAS
- Our Lady of Lourdes, TAS
- Guyra Central School, NSW
- Kelly's Plains Public School, NSW
- Nairne Primary School, SA
- Nangiloc Colignan and District Primary School, SA
- Unity College, SA
- Loxton District Childcare Centre, SA
- Ashley Park Primary School, Victoria

Each site receives a two-year membership to the Kitchen Garden Program and an infrastructure grant to enhance their facilities – supporting activities such as building garden beds, installing compost systems, and purchasing cooking equipment. The program empowers educators to teach children lifelong skills in growing, harvesting, preparing, and sharing fresh, seasonal food, while also promoting wellbeing and community connection. In addition, 673 schools with existing Kitchen Garden memberships received a membership renewal.

This partnership reflects Costa's commitment to improving health outcomes and reducing chronic disease through practical, values-aligned food education.

As an industry leader, Costa has a positive role to play in contributing to improved health and well-being across our population and the many benefits that come from this. The best place to start is in educating our children, and this is a key reason why we are partnering with SAKGF.

Costa also supported the National Kitchen Garden Awards, as a sponsor of the Sustainable Solutions category which was presented to the YMCA.





Sponsorships and local activities

Costa continued its commitment to communities across our national and international operations, through sponsorships of community organisations and events.

Our Guyra Glasshouse team offered the 2025 **Well Grown Community Grants Program**, which is now in its third year. Seven local organisations received funding to deliver initiatives across five categories:

- **Sporting activities:** New England Nomads Junior AFL and Guyra United Soccer Club
- **Community event:** New England Garden Festival
- **School projects:** St Peter's Preschool (community garden) and St Mary's of the Angels Primary School (farm-to-table activities)
- **Environmental initiative:** Guyra Neighbourhood Centre (Cool Climate Permaculture Workshops)
- **Youth-focused project:** Armidale City Public School (completion of Yarning Circle/Indigenous Garden)

The Guyra team also supported the annual Guyra Show and the Duval Dam Buster 2025 community trail run.

Costa continued its long-term support of the Nagambie on Water Festival. With our Victorian mushroom composting facility based in Nagambie, Costa is deeply connected to this region and has been a **Gold Sponsor** of the festival and the **Costa Community Canoe Challenge** for over a decade.

In Woolgoolga, on the Mid North Coast of New South Wales (NSW), the Berry Category was the major sponsor of the Blues and Berries festival, a community event which showcases the berry industry, as well as the Woolgoolga (NSW) Surf Life Saving Club and Port Sorell (Tasmania) Surf Life Saving Club.

In the Riverland Region in South Australia the team supports the annual Christmas Pageant and Loxton Lights Festival, along with community and sporting groups. In Central Queensland, Costa supported the Emerald Show and the Central Tablelands Farm to Fine Dining event, as well as the Fraser Coast Ability Ball and school excellence awards.

The Costa Berry team in Corindi sponsored the Coffs Coast Wildlife Sanctuary to help release a rehabilitated green sea turtle (Olga) back into her natural habitat, while the Costa Farms and Logistics team in Brisbane participated in an annual fundraiser for Diabetes Australia.

In Monarto, the team held a variety of activities for the Biggest Morning Tea, a fundraising event for the Cancer Council, while Costa remains a long-term sponsor of the Mernda Football and Netball Club.

The African Blue team in Morocco, in conjunction with Driscoll's Maroc, were involved in a community clean-up in the Larache area. The group collected more than 1,000 bags of rubbish from roadsides and surrounding areas.



Case Study

Walk for Schools in China

The China team again participated in the Walk for Schools program, raising 45,000 CNY to support students' education pathways in local schools in Yunnan province. Costa has been supporting this event for the past six years. The Team also encourages suppliers to support the program, and they have raised a combined 500,000 CNY for local schools.

Expats and other employees from the Costa China team also support the Liming middle and high school through English classes provided each week. The staff also attend an 'English corner', where students can discuss daily topics in English to improve their oral language skills. This has been running since 2019.



Fruit donations and food relief

Costa provides fruit donations to a range of community organisations, charities and schools.

In 2025, Costa contributed 568,613 kgs of fresh produce to Foodbank Australia, a leading food and grocery relief organisation. This is the equivalent of 1,024,528 meals.

Costa supported the Mildura Regional Schools Breakfast Program, donating fresh seasonal grapes, oranges, and mandarins. Through the program fruit was provided to

26 schools, ensuring students got the best possible start to their day. In Tasmania, Costa provided fresh berries to around 16 schools for a school breakfast program run through the Loaves and Fishes Organisation.

Other fruit donations included fresh produce provided by the Costa Brisbane Markets team for the Hockey NSW School Gala Day held in Coffs Harbour; and mushroom donations to FareShare.

Promoting careers in agriculture

Costa continues to promote career opportunities across its operations and participates in career expos and events across a wide number of regions.

During 2025, Costa contributed

568,613 kg of fresh produce to Foodbank Australia

which is equivalent to

1,024,528 meals

These donations included

14,181 kg
Mixed Products



120,585 kg
of mushrooms



63,685 kg
of avocados



4,514 kg
of berries



51,440 kg
of bananas



19,362 kg
of tomatoes



288,039 kg
of citrus



6,807 kg
of grapes

Case Study



The Costa Berry Category supports a number of university scholarships

The 2025 recipient of the Costa Exchange Pty Ltd (Berry Category) Scholarship in Horticulture at University of New England was Georgia Ditchfield, from Goondiwindi in Queensland.

"Growing up on a mixed farm in Coonamble, NSW, I developed a deep passion for agriculture, which led me to pursue a Bachelor of Rural Science with Honours at UNE. Now in my fourth and final year, I am eager to apply my knowledge and skills to a career in plant or soil research."

I am particularly interested in improving soil health, sustainable cropping systems, and innovative solutions to enhance agricultural productivity. My goal is to contribute to research that supports long-term sustainability and resilience in Australian farming. I am incredibly grateful for the opportunities made possible by the generous scholarship from Costa."

The 2025 recipient of the Costa Scholarship in Agricultural Science at the University of Tasmania was Matilda Legro from Newstead.

"I am deeply passionate about pursuing a career within Agricultural Science. I am driven by my studies and experience, which have helped to shape my ongoing interest within this field. During Year 12, I completed a subject called Agricultural Systems. This opportunity provided me with valuable insights into the agricultural industry. Through the coursework, I developed skills and knowledge surrounding critical thinking and systems management. Although I have limited experience in agriculture, I am eager to learn and engage with the sector."

I value collaboration and can understand the importance of working with a diverse range of people within the agricultural sector.

My present career goal is to learn more about the advancement of technology within the agricultural field. I would like to learn more about how technology and science can help to advance sustainable farming practices. With the support of a scholarship, I could further develop my knowledge and skills within the sector."

