

FLAVORITE GROUP

July 2025



CEO Update

Hello Flavorite Team,

As we reach the midpoint of 2025, I want to take this opportunity to share some reflections, celebrate our progress, and set our sights on the exciting second half of the year.

Progress on Every Front

The first half of the year has been one of tremendous advancement across the business. Our new Tatura packing facility is now almost completely operational, featuring the world-first fully robotic 5kg truss packing system. This milestone represents a major step forward in operational efficiency, innovation, and our commitment to excellence.

We've also completed key projects at our Warragul site, including the solar installation and nursery expansion, while our Katunga waste-to-energy heating plant is in the final stages of planning. These investments are laying a strong, sustainable foundation for the future.

Putting People First

Our people continue to be the heartbeat of everything we do. Over the past six months, we've deepened our commitment to development and culture with the successful launch of our new Talent Development Framework and internal Careers Fair. It's been fantastic to see so many people exploring new paths and stepping up into leadership roles.

We also officially kicked off our Diversity, Equity & Inclusion Strategy. This is an important part of our journey in creating a workplace where everyone feels they belong and can thrive.

Raising the Bar on Safety

We are continuing our strong record in workplace safety. The rollout of the DoneSafe platform is now

complete and will help us simplify and enhance our safety systems across all sites. This platform, together with our evolving Safety Strategy, ensures that health and wellbeing remain front and centre in our daily operations.

Reaching New Markets

From a commercial perspective, it's been a dynamic start to the year. Our partnerships with all of our customers have continued to strengthen. These relationships reflect not just our top-tier produce, but the trust customers place in the Flavorite brand.

Thanks to our Sales, Marketing, and Production teams for navigating this season with collaboration and determination. Whether dealing with volume swings or peak demand, your efforts are ensuring our produce reaches homes across Australia—and beyond.

Looking Ahead

The second half of the year will be just as energising. We're set to complete our new Tatura office complex and chiller systems, continue advancing our automation initiatives, and take the next steps in leadership and team engagement programs.

We will also continue the strategic planning process for FY26. With everything we've achieved so far this year, I am confident we are well-positioned to continue building a stronger, and more resilient business.

Thank You

To each of you—thank you for your passion, adaptability, and contribution. Every part of Flavorite's success comes back to our people. Let's keep challenging ourselves, supporting one another, and working with pride in all we do.

Stay safe.

Mike Nichol

Chief Operating Officer Update

Dear Team,

We have some important updates from the Operations Team regarding our industry challenges, team incentives, and quality improvements.

Managing the Threat of Tomato Brown Rugose Virus

Our industry has been facing the serious threat of the Tomato Brown Rugose Virus, with several farms in South Australia and Victoria shut down after positive infections. Initially, the government took an eradication approach, requiring infected farms to destroy crops and undergo deep cleaning.

However, thanks to strong industry lobbying, the government has now shifted its strategy from eradication to long-term management. This is great news for our business—farms will no longer be forced to shut down if they test positive for the virus. While the threat remains, we must continue prioritising biosecurity measures to ensure our crops stay clean and healthy.

Productivity Bonus Review

We've recently completed a comprehensive review of our productivity bonus, something

that hasn't been done in a long time. Our goal was to ensure a system that is fair, transparent, and performance-driven, with clear eligibility guidelines.

Soon, we'll be rolling out a new, standardised framework across the business, but the overall aim of the productivity bonus remains the same—to reward team members who contribute to our success and help drive cost efficiency.

Improving Pollination & Disease Management

As part of our strategic business plan, we're tackling two of the biggest factors affecting crop quality—pollination and disease management. Two working groups, comprising key team members, have been formed to research and implement solutions for the next growing season.

We're excited about the progress so far and look forward to seeing significant quality improvements in the coming cropping cycle.

Thank you all for your efforts in ensuring the success of our business. Your dedication makes a real impact.

Best regards,
Chris



Marketing & Sales Update

Hi Flavorite Team,
The past six months have been quite active for the Sales and Marketing team.

Market conditions have impacted our sales and marketing strategy, particularly due to the recent floods and ongoing challenges with the tomato crop, which have caused some issues. However, we are emerging from this situation in a stronger position.

Market Conditions

Over the past few weeks, widespread flooding and cooler temperatures in key growing regions have significantly disrupted tomato and blueberry production, resulting in some record pricing for these commodities.

Our customer, Hello Fresh, is so desperate for Tomatoes that they have had to substitute cucumbers for tomatoes in their recipes (I think Bruschetta is no longer on the recipe cards).

Many of our lines drop off over the Winter, and we move into planning for the upcoming season.

Marketing

We recently won the Environmental & Sustainability Award at the AUSVEG VIC and Muirs Awards for Excellence. We were also a finalist at the National Awards in Brisbane in early June.

Looking Ahead

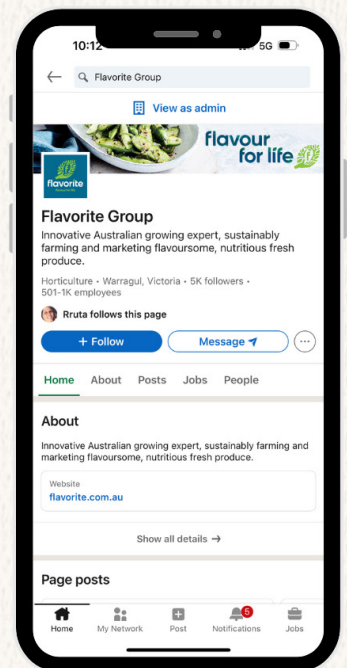
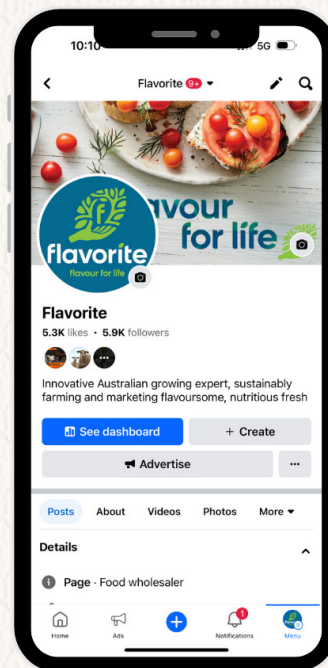
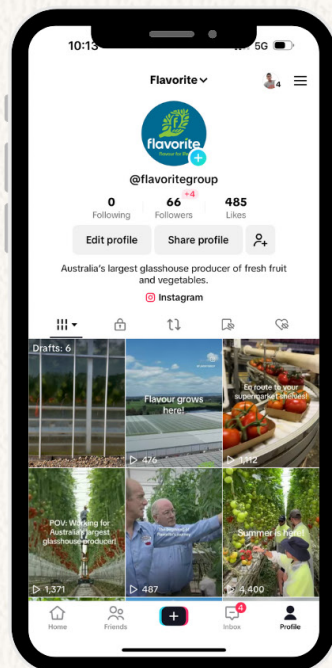
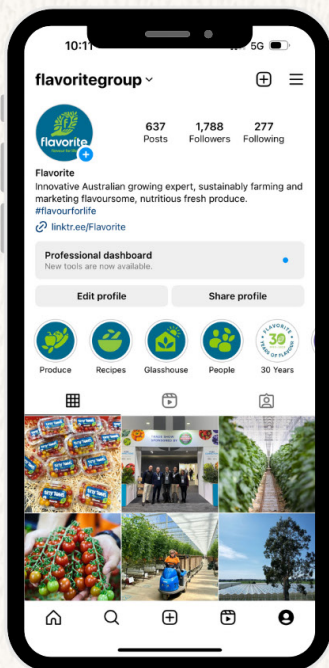
As we move into spring and summer, we have some exciting events planned, including Maddie's Month and a significant industry promotion. Stay tuned for updates on our social media.

We will also move into new crops of capsicums, cucumbers, blueberries and tomatoes.

Stay Warm!!!

Sam Kisvarda

Are you following us?



@flavoritegroup

Flavorite Group

Chief People Officer Update

Hi Team,

It has been an action-packed second half to FY25 with a strong continued focus on building solid people foundations across the Flavorite business. Some key highlights include:

Tech Upgrades to Support Our Teams: We're making it easier to manage safety and people at Flavorite! In April, we proudly launched Donesafe – our new digital Safety Management platform – bringing in more efficient ways of working. Big thanks to everyone who helped test and roll it out! We're also currently working on Employment Hero – our soon-to-launch streamlined HR platform. Stay tuned – more updates coming soon!

Health & Safety: We're pleased to share that our 2025 SEDEX (Supplier Ethical Data Exchange) external audit at the Tatura site was successfully completed in May, with only minimal corrective actions noted. This is a strong endorsement of the work being done across our business to uphold high standards in labour practices, health and safety, environmental responsibility, and business ethics. We recently also welcomed the WorkSafe Victoria Board and Executive Leadership Team to our Tatura site as part of their annual regional meeting. It was a great opportunity to showcase our commitment to building a safe, inclusive, and supportive workplace. A sincere thank you to everyone involved in both the audit and the site visit – your efforts continue to drive positive outcomes across our organisation.

Team Engagement: Over the past six months, we've continued to strengthen team connection and communication across all sites. From launching new Team Communication Boards to embedding regular 1:1s and team huddles, our people leaders have been focused on

creating more meaningful touchpoints. It's also been fantastic to see team lunches, morning teas, and BBQs bringing everyone together.

Diversity, Equity & Inclusion: As part of our DEI commitment, we marked International Women's Day in March with a thought-provoking panel discussion focused on gender equality. It was a great opportunity to reflect, learn, and explore how we can continue to support a more inclusive and equitable workplace.

Talent Development & Growth: In line with our FY25 People Strategy, we launched our new Talent Principles and Framework in March – bringing fresh energy to how we support performance and growth at Flavorite. With a renewed focus on continuous development conversations and bi-annual Talent Reviews, we're building stronger succession pipelines and creating more opportunities for everyone to thrive.

People Team: As part of the redesign of our People Operating Model, during the past 3 months we welcomed the following new team members:

- Carolyn Poretti (Safety, Health & Wellbeing Manager)
- Darryl Herring (Safety, Health & Wellbeing Business Partner)
- Charles Pearce (Safety, Health & Wellbeing Officer)
- Jon Lee (HR Business Partner)

Looking Ahead: As we look to FY26, we're excited to launch our new Business Strategy and key pillars that will shape the next phase of our journey and drive even greater impact. There's a lot to look forward to and we can't wait to share more soon!

Thank you for your continued dedication and energy in building a workplace where everyone feels supported, connected, and able to thrive.

Stay safe, Chari





Finance Update

Hi everyone.

During the last 6 months the Finance Team has been head down, tail up continuing on with the task of getting financial transactions done, executing financial governance and producing information for use by an ever-expanding audience group.

In terms of information reporting, we have continued down the path of reader self-service, as opposed to reports that are circulated by email or other means. This is by far the best method to ensure that readers have current information emanating from a single source of truth and will remain the preferred method going forward.

We're again about to embark on our busiest time of the year being Financial Year End, which will involve a lot of work and collaboration with many people both inside and outside of our Company, all under the pressure of completing the work within the time constraints set out by law. So if you happen to contribute to that process, it would be great if you could assist in the same positive manner that you have in the past, so that we can maintain our record of great Company governance and accurate and on time statutory reporting.

Until next time...Jim.



Wholesale Report

The cold mornings in the Epping Market are a brutal reminder that our mild Autumn has come and gone and Winter is here with vengeance...

One of the things our customers rely on us for is having a consistent supply of really good quality produce, irrespective of the time of year.

While we have supply of our core products, provided our quality and price is competitive, they really don't need to buy the products off other traders in the market.

While across all sites we manage to produce tomatoes year-round and capsicums almost all year, we rely on other growers from different regions to fill in some gaps for us... During Winter for example we will source blueberries from South Queensland and Coffs Harbour to supply our customers.

It's equally important to maintain the turnover of the market business so during winter we handle products like Zespri Gold Kiwifruit and source pineapples from South Queensland for our Winter trade before the start of North

Queensland again in November... We can't afford to stop trading or slow down as we need to keep our Team Members busy and the business ticking over (or we'll freeze).

I'd like to give a special shout out to my Team at Epping... Around 12 months ago we had one of our most Senior Category Managers leave our business to travel around Australia. This set about an internal reshuffle that set some Team Members enormous challenges and opportunities... I'm very proud of not just the people who have taken on new roles but those who have supported them and helped them navigate their way to achieve some amazing results for the business.

The timing of this has not been ideal as during this time I've been required to have a considerable amount of time off work having some medical procedures. In my absence, everyone did a brilliant job, and I really appreciate their efforts.

Never underestimate the opportunities ahead for anyone with a good attitude and work ethic... especially in a business that values their Team Members.

Stay warm
Grant

Production and Innovation Update

Hi Flavorite Team,

We are advancing in 2025 with transformative projects that strengthen Flavorite's position as an industry leader. I am thrilled to share updates on our Tatura packing shed initiatives.

Phase one of the Tatura packing shed is on track for full commissioning by August, revolutionising our operations. It features advanced packing lines for pre-pack, mini roma, snacking capsicum, cucumber, and palermo, alongside a world-first robotic 5kg Truss on Vine line, now 70% mechanically complete with software testing progressing rapidly. We will begin testing larger

quantities of production through this truss line throughout July. The new shed includes a spacious distribution area and warehouse for efficient product distribution to customers, carton production, trolley unloading, and fruit storage.

From July to October, phase two installation will commence introducing a world-class fruit storage system, holding up to 1,500 pallets of stock, automatically delivering to packing lines as they request through their computer. Sourced from Europe, this world class equipment will set up the Tatura farm well into the future. I am grateful for the packing and maintenance team's work, dedication and quick problem solving required while working through the development of this very large and ongoing project.

Jim Madden



Partnering with The Wiggles

We're excited to share that Flavorite has partnered with ALDI Australia and other fresh produce suppliers for a brand-new campaign with The Wiggles: Fruit & Veggies, Yummy Yummy! This fun and colourful initiative is all about encouraging Aussie kids (and grown-ups!) to eat more fresh fruit and veggies. Keep an eye out for our produce in stores later this year and join us in making healthy a whole lot more fun!



Meet the Safety, Health & Wellbeing Team!

The Safety, Health and Wellbeing (S,H&W) team engage with leaders and team members to implement programs to optimise their physical and mental health, safety and wellbeing as well as provide early intervention and injury management support as required.

The activity of the S,H&W team members can look very different depending on what happens on any given day across our sites. We can be engaging with a leader in conducting a risk assessment, liaising with a Health & Safety Representative to discuss a hazard that has been reported, or supporting

a team member that has reported an injury - flexibility is key!

Being a new team, we are currently spending time getting familiar with operations across the sites and the current state of play in relation to safety, health and wellbeing systems. We are looking forward to continuing to support our leaders and team members to help drive a positive safety culture at Flavorite.

There are three team members in the newly formed Safety, Health and Wellbeing team- get to know them on the next page!

Get to know 3 S,H&W Team Members

Carolyn

1. How long have you worked at Flavorite for? 3 months
2. What is your favourite Flavorite product? Blueberries
3. Which new product do you think Flavorite should grow next? Raspberries
4. What is your favourite sport? Trail running
5. Do you have any pets? A rescue dog called Millie
6. Favorite holiday destination? South Island of New Zealand – I recently went with my husband to celebrate 25 years of marriage. Amazing scenery!
7. When you were a kid, what did you want to be when you grew up? Geography teacher
8. Favourite food? Anything Thai
9. What is the best advice you've ever been given? "Get comfortable with being uncomfortable" – served me well with my long trail runs and more generally in life
10. If you could live anywhere in the world, where would you live? We plan to retire near Inverloch to be near the beach and still close to family & friends



Darryl

1. How long have you worked at Flavorite for? Almost 4 weeks but it feels like 2 days – Time goes fast in this place!
2. What is your favourite Flavorite product? Mini Roma's – I reckon we have them in a meal 3-4 times a week
3. Which new product do you think Flavorite should grow next? I don't know... would Snow Peas work?
4. Do you have any pets? Yep, 2 rotten cats, but I secretly love 'em (don't tell my wife)
5. Favorite holiday destination? England and Europe
6. When you were a kid, what did you want to be when you grew up? I wanted to be a mechanic like my grandfather. I did that and didn't enjoy it all that much, although I still build and maintain a couple of race cars with my uncle and cousins
7. Favourite food? Mexican... no wait, Italian. No, it's donuts... nope, it's an eye fillet steak... no, I just love all food so I refuse to answer cos I don't want to upset any food groups. hahaha!
8. If you had to pick one age permanently which age, would you choose? Why? 35 – Smart enough to know better but young enough to do it anyway.
9. If you could live anywhere in the world, where would you live? Anywhere where I can be close to my family and friends. That's my happy place



Charles

1. How long have you worked at Flavorite for? 1 month
2. What is your favourite Flavorite product? Tough one, not sure that I know them all yet, but the flavour filled tiny tomatoes take a lot of beating
3. Which new product do you think Flavorite should grow next? Hmmmm, Chillis
4. What is your favourite sport? I'm not really into sport – but I love making music, I'm a vocalist and I play lots of different brass and woodwind instruments
5. Do you have any pets? Sadly my two beautiful boxer dogs have passed over the rainbow bridge, but I do still have a very old, demanding cat
6. Favorite holiday destination? King Island, Tasmania
7. When you were a kid, what did you want to be when you grew up? A pilot – I never made it!
8. If you could trade places with anyone for one day, who would you choose? An F15 pilot
9. Favourite food? King Island Cheese with a truss tomato or two
10. What is the best advice you've ever been given? Don't worry about what happened yesterday for it is gone, don't fret about what might happen tomorrow for it has not yet started, but instead make sure that you live today the best life that you can
11. If you could be one age permanently which age would you choose? Why? 55 – I had life experiences, established relationships and education and I still felt able to "do stuff" without feeling sore, stiff and sorry I did that!



Safety, Health & Wellbeing

At Flavorite, the safety, health and wellbeing of our team and visitors remains our top priority. We all play a part in creating a safer workplace and building a strong safety culture – and that starts with looking after your own health and wellbeing.

Stay well this winter:

Flu and COVID-19 are around all year, but winter often brings a spike in illness. A few simple steps can help protect you – and those around you:

- Stay up to date with your flu and COVID vaccinations
- Keep 1.5 metres apart from others when possible
- Wash or sanitise your hands regularly
- Cough or sneeze into your elbow
- Stay home if you feel unwell

By taking these steps, you're helping to keep your team, family, and community safe.

- You can get your flu and COVID vaccinations at the same time at most pharmacies or with your GP.
- Not feeling well? Speak to your doctor to get the right care when you need it.

Hazard identification and reporting

Reporting hazards is key to stopping accidents before they happen. When you spot and report a hazard, we can fix the problem or lower the risk of injury, property damage, or harm to the environment. Hazard reports also help us understand where safety issues are happening, so we can improve how we manage them.

What is a Hazard?

- A hazard is anything that could cause harm to a person, damage property, or impact the environment.

Examples of a Hazard include:



Slip/trip hazards



Using mobile phone
when operating forklift



Unsafe manual
handling



Blocked walk-
ways

When should I report?

- If you find a hazard that can't be fixed right away, it needs to be reported to your line manager.

How do I report?

- Hazards can be reported to anyone in a leadership role.



Special Team News!



Congratulations to Jusman Jayusman from our Warragul site and Yuri-ka Machii on the safe arrival of baby Niputu Jevita Janet Machii born 17/02/2025.



Congratulations to Blake Easton from our Warragul site and Destiny on the safe arrival of baby Charlie Easton born 15/05/2025.



Congratulations to Olex Kolesnikov from our Warragul site & Chloe on the safe arrival of baby Taras Kolesnikov born 29/05/2025.

Congratulations for Years of Service!

5 YEARS

Shaye McNally
Pieter Aldo
Liza Mae Antonio
Tom Millis
Phongsaran Kannarat
Clare White
Jarrod Willemse
Tiesha Atkin

10 YEARS

Gulnoza Bakieva
Drew Anderson
Richelle Pedersen
David Corbet
Farrukh Imtiaz

20 YEARS

Sam Kisvarda

25 YEARS

Chris Millis
Grant Nichol
Will Millis

Thank you & Farewell note for Will Millis!

After an incredible 25 years with Flavorite, we say farewell to Will Millis, our Chief Grower.

Will has played an integral role in shaping Flavorite's growing operations, driving innovation, and mentoring the next generation of growers. His deep expertise, leadership, and unwavering commitment to quality have left a lasting

legacy across our business. We sincerely thank Will for his dedication and contributions to Flavorite. His passion for horticulture and steady presence will be deeply missed by the entire Flavorite team.

Wishing you all the best in your next chapter, Will – and thank you for everything.



Flavorite Executive Team



Mike Nichol
Chief Executive Officer



Chris Millis
Chief Operating Officer



Chari Hall
Chief Human Resources Officer



Sam Kisvarda
Chief Marketing Officer



Grant Nichol
Chief Wholesale Trading Officer



Jim Ilgoutz
Chief Financial Officer



Will Millis
Chief Grower



Jim Madden
Chief Production and Innovation Officer

Congratulations team Flavorite!



We're proud to share that Flavorite has won the Environmental & Sustainability Award at the AUSVEG VIC & Muirs Awards for Excellence!

A huge congratulations to our entire team—this achievement is a direct result of your dedication to driving our sustainability efforts forward.

We'd also like to congratulate Jarrod Willemse on his well-deserved nomination for Grower of the Year.

