

# SUSTAINABILITY PERFORMANCE TABLE

Environmental performance			
	Unit	2019 <sup>1</sup>	2020 <sup>1</sup>
<b>Greenhouse gas (GHG) emissions</b>			
Direct GHG emissions (scope 1) <sup>2</sup>	tonnes CO <sub>2</sub> e	17,592	16,267
Indirect GHG emissions (scope 2) <sup>3</sup>	tonnes CO <sub>2</sub> e	4,871	4,661
Total GHG emissions intensity <sup>4</sup>	tonnes CO <sub>2</sub> e/RMB million revenue	3.3	2.6
<b>Waste generated</b>			
General waste	tonnes	3,561	3,748
Rest milk	tonnes	10,947	9,710
Rest powder	tonnes	1,045	1,746 <sup>5</sup>
Non-hazardous waste intensity	tonnes/RMB million revenue	2.3	1.9
Hazardous waste <sup>6</sup>	tonnes	3	6
Hazardous waste intensity	tonnes/RMB million revenue	0.00047	0.00072
<b>Waste recycled</b>			
General waste	tonnes	2,567	3,192
Rest milk	tonnes	10,947	9,710
Rest powder	tonnes	1,045	1,746 <sup>7</sup>

## Notes

- <sup>1</sup> Unless otherwise stated, performance indicators of 2019 and 2020 include the Group's operations under Ausnutria China, Ausnutria Netherlands, ADP and NCP, which is consistent with the reporting scope of this report.
- <sup>2</sup> 1,630 and 2,079 tonnes of GHG emissions were offset in 2019 and 2020 respectively. This was achieved through purchasing carbon credits from verified third party.
- <sup>3</sup> A portion of electricity consumed was compensated through wind power in 2019 and 2020.
- <sup>4</sup> Total GHG emissions include direct emissions from operations that are owned or controlled by the company (Scope 1) and energy indirect emissions resulting from the generation of purchased or acquired electricity consumed within the company (Scope 2).
- <sup>5</sup> The disposal of base powder in 2020 increases due to the restructuring of product lines in the PRC.
- <sup>6</sup> Hazardous waste is defined according to local standards by operating locations, and includes waste machine oil, laboratory chemical waste and other industrial waste.
- <sup>7</sup> The recycling amount of base powder in 2020 increases due to the restructuring of product lines in the PRC.

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Environmental performance (cont'd)			
	Unit	2019 <sup>1</sup>	2020 <sup>1</sup>
<b>Energy consumption</b>			
Electricity purchased <sup>8</sup>	kWh	29,661,549	30,059,313
Natural gas consumption <sup>9</sup>	m <sup>3</sup>	10,762,941	10,271,735 <sup>10</sup>
	kWh	94,677,834	90,370,519 <sup>10</sup>
Total energy consumption	kWh	124,339,383	120,429,832
Total energy consumption intensity	kWh/RMB million revenue	18,458	15,132
<b>Water consumption</b>			
Municipal water supply	m <sup>3</sup>	480,252	426,258
Groundwater	m <sup>3</sup>	302,561	167,158 <sup>11</sup>
Total water consumption	m <sup>3</sup>	782,813	593,416
Total water consumption intensity	m <sup>3</sup> /RMB million revenue	116	75
<b>Major packaging materials used</b>			
Paper and wood	tonnes	5,882	6,359
Tin metal	tonnes	8,475	9,170
Plastic	tonnes	2,189	2,318
Glass	tonnes	18	16

<sup>8</sup> GHG emissions from purchased electricity in the PRC, Australia and the Netherlands in this report were calculated based on factors in China's Regional Grid Average CO<sub>2</sub> Emission Factors in 2012 published by the National Center for Climate Change Strategy and International Cooperation (<http://www.cec.org.cn/d/file/huanbao/xingyexinxi/qihoubianhua/2014-10-10/5fbc57bcd163a1059cf224b03b751d8.pdf>), Australian National Greenhouse Accounts Factors published by the Department of Industry, Science, Energy and Resources of the Australian Government and CO<sub>2</sub> mission factors published by the CO<sub>2</sub> Emissiefactoren, respectively.

<sup>9</sup> GHG emission from natural gas consumption in the PRC, Australia and the Netherlands in this report were calculated based on Requirements of the Greenhouse Gas Emission Accounting and Reporting, Australian National Greenhouse Accounts Factors published by the Department of Industry, Science, Energy and Resources of the Australian Government (<https://www.industry.gov.au/sites/default/files/2020-10/national-greenhouse-accounts-factors-2020.pdf>) and The Netherlands: List of Fuels and Standard CO<sub>2</sub> Emission Factors published by the Netherlands Enterprise Agency respectively.

<sup>10</sup> The decrease in natural gas consumption is attributable to the adoption of geothermal heat system in the production facilities in Heerenveen and Leeuwarden, the Netherlands.

<sup>11</sup> The use of groundwater in 2020 dropped as the Ommen factory in the Netherlands was under continuous renovations during the reporting year and has started using municipal water to replace groundwater.

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Social performance			
	Unit	2019 <sup>1</sup>	2020 <sup>1</sup>
<b>Employee profile</b>			
Total workforce	no. of people	4,519	5,035
<b>Total workforce by gender</b>			
Female	no. of people	2,298	2,648
Male	no. of people	2,221	2,387
<b>Total workforce by age group</b>			
30 or under	no. of people	N/A	2,120
31 – 40	no. of people	N/A	2,252
41 – 50	no. of people	N/A	439
Above 50	no. of people	N/A	224
<b>Total workforce by position grading</b>			
Top management	no. of people	N/A	57
Middle management	no. of people	N/A	875
Other office staff	no. of people	N/A	3,292
Operational staff	no. of people	N/A	811
<b>Total workforce by geographic region</b>			
The PRC	no. of people	3,731	4,169
The Netherlands	no. of people	685	733
Australia	no. of people	103	133
<b>Employee turnover</b>			
Employee turnover rate	%	25.62	27.26
<b>Employee turnover rate by gender</b>			
Female	%	26.84	30.61
Male	%	24.40	23.65

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	Unit		2019 <sup>1</sup>	2020 <sup>1</sup>
<b>Employee turnover rate by geographic region</b>				
The PRC	%		27.97	30.51
The Netherlands	%		5.30	7.33
Australia	%		70.72 <sup>12</sup>	38.14
<b>Occupational health and safety</b>				
Lost days	Days		493	286
Lost day rate	Lost day per 200,000 work hours		11.53	6.04
Work-related fatalities	Number		0	0
<b>Development and training<sup>13</sup></b>				
Percentage of employees trained	%		N/A	89
<b>The percentage of employees trained by gender</b>				
Female	%		N/A	92
Male	%		N/A	87
<b>The percentage of employees trained by position grading</b>				
Top management	%		N/A	81
Middle management	%		N/A	96
Other office staff	%		N/A	93
Operational staff	%		N/A	85
<b>Average training hours per employees by gender</b>				
Female	hours		32.20	34.75
Male	hours		39.99	43.82

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<sup>12</sup> High turnover rate due to company restructuring in 2019.

<sup>13</sup> For Ausnutria China, only records trainings delivered by Ausnutria University.

Social performance (cont'd)				
	Unit		2019 <sup>1</sup>	2020 <sup>1</sup>
Average training hours per employees by gender by position grading				
Top management	hours		N/A	12.56
Middle management	hours		N/A	21.44
Other office staff	hours		N/A	52.66
Operational staff	hours		N/A	42.25
Supply chain management				
Number of suppliers by geographic location <sup>14</sup>				
The Netherlands	number		110	70
The PRC	number		43	59
Australia	number		48	136
Other regions	number		30	10
Community investment				
Total amount of charitable contributions	RMB		10,994,000	35,016,000

<sup>14</sup> The Group constantly revisits the methodology to achieve higher accountability standards. For the preparation of 2020 data, the methodology to record and calculate the respective data has been updated to better reflect the Group's ESG performance. The respective performance in 2020 is not directly comparable to the performance of 2019.

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