Sustainability
Performance Table

Environmental performance			
	Unit	2022[8]	2023[8]
Greenhouse gas (GHG) emissions			
Direct GHG emissions (scope 1)[9]	tonnes CO_2e	15,281	16,099
Indirect GHG emissions (scope 2)[10]	tonnes CO_2e	5,135	4,317
Total GHG emissions intensity[11]	tonnes CO_2e/RMB million revenue	2.6	2.8
Waste generated			
General waste	tonnes	4,001	3,251
Rest milk	tonnes	12,124	11,132
Rest powder	tonnes	1,914	1,433
Non-hazardous waste intensity	tonnes/RMB million revenue	2.3	2.1
Hazardous waste[12]	tonnes	6	7
Hazardous waste intensity	tonnes/RMB million revenue	0.00077	0.00092
Waste recycled			
General waste	tonnes	3,366	2,809
Rest milk	tonnes	12,124	11,132
Rest powder	tonnes	1,914	1,433

[8]   Unless otherwise stated, performance indicators of 2022 and 2023 include the Group's operations under Ausnutria PRC (excluding Bioflag Huaian and Anhui), Ausnutria Netherlands and Ausnutria Australia, which is consistent with the reporting scope of this report.

[9]   In 2022, 2,294 of GHG emissions were offset through purchasing carbon credits from verified third party. In 2023, due to change in operational decision, Ausnutria decided not to purchase any carbon credits. Meanwhile, Ausnutria has strived to reduce greenhouse gas emission by prioritising natural gas over electricity.

[10]   A portion of electricity consumed was compensated through wind power in 2022 and 2023.

[11]   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).

[12]   Hazardous waste is defined according to local standards by operating locations, and includes waste machine oil, laboratory chemical waste and other industrial waste.

Environmental performance (cont'd)			
	Unit	2022[8]	2023[8]
Energy consumption			
Electricity purchased[13]	kWh	32,599,878	31,180,041
Natural gas consumption[14]	m³	9,821,356	8,996,615
	kWh	86,416,220	79,157,823
Total energy consumption	kWh	119,016,782	110,338,492
Total energy consumption intensity	kWh/RMB million revenue	15,267	14,947
Water consumption			
Municipal water supply	m³	356,714	336,705
Groundwater	m³	190,834	163,953
Total water consumption	m³	547,548	500,658
Total water consumption intensity	m³/RMB million revenue	70	68
Major packing materials used			
Paper and wood	tonnes	7,578	5,765
Tin metal	tonnes	9,227	6,255
Plastic	tonnes	2,721	2,168
Glass	tonnes	0.5	9.6

[13] 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_2 Emission Factors in 2012 published by the National Centre for Climate Change Strategy and International Cooperation (http://www.cec.org.cn/d/file/huanbao/xingyexinxi/aqihoubianhua/2014-10-10/5fbcb57bcd163a1059cf224b 03b751d8.pdf), Australian National Greenhouse Accounts Factors published by the Department of Climate Change, Energy, the Environment and Water of the Australian Government and CO_2 emission factors published by the CO_2 Emissiefactoren, respectively.

[14] 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 Climate Change, Energy, the Environment and Water of the Australian Government (https://www.dcceew. gov.au/sites/default/files/documents/national-greenhouse-accounts-factors-2022.pdf) and The Netherlands: List of Fuels and Standard CO_2 Emission Factors published by the Netherlands Enterprise Agency respectively.

Social performance			
	Unit	2022[8]	2023[8]
Employee profile[15, 16]			
Total workforce	no. of people	4,700	3,569
Total workforce by gender			
Female	no. of people	2,495	1,846
Male	no. of people	2,205	1,723
Total workforce by age group			
30 or under	no. of people	1,601	1,080
31 – 40	no. of people	2,310	1,725
41 – 50	no. of people	516	468
Above 50	no. of people	273	296
Total workforce by position grading			
Top management	no. of people	44	44
Middle management	no. of people	993	1,029
Other office staff	no. of people	2,915	1,740
Operational staff	no. of people	748	756
Total workforce by geographic region			
Mainland China	no. of people	3,824	2,631
The Netherlands	no. of people	780	858
Australia	no. of people	96	80
Employee turnover[17]			
Employee turnover rate	%	30.45	61.19
Employee turnover rate by gender			
Female	%	28.58	60.02
Male	%	32.56	62.45

[15]   For employee profiles and other workforce-related figures, we record the total headcount of full-time, part-time and temporary staff in Ausnutria PRC, Ausnutria Netherlands and Ausnutria Australia. For Ausnutria Australia, we do not include the workforce under Ozfarm Royal Pty Ltd, which is consistent with the reporting scope of this report.

[16]   In 2023, for Ausnutria PRC, we integrated both the milk powder business and nutritional products business and switched a portion of permanent employee contracts to outsourced workers. The workers supported by the outsourced service providers are not included in the employee profile, leading to an overall reduction in the number of workforce.

[17]   In 2023, a relatively high number of employees left mainly due to business integration. Moreover, the outsourced workers are not included in the total number of workforce as mentioned, leading to a higher turnover rate.

Social performance (cont'd)			
	Unit	2022[8]	2023[8]
Employee turnover rate by age group			
30 or under	no. of people	39.98	76.94
31 – 40	no. of people	28.53	62.20
41 – 50	no. of people	20.35	47.22
Above 50	no. of people	9.89	19.93
Employee turnover rate by geographic region			
Mainland China	%	34.07	75.98
The Netherlands	%	10.90	20.98
Australia	%	44.79	6.25
Occupational health and safety			
Lost days	days	149	58
Lost day rate	lost day per 200,000 work hours	3.16	1.50
Work-related fatalities	number	0	0
Development and training[18]			
Percentage of employees trained	%	85	93
The percentage of employees trained by gender			
Female	%	79	96
Male	%	88	91
The percentage of employees trained by position grading			
Top management	%	60	54
Middle management	%	83	84
Other office staff	%	85	95
Operational staff	%	86	95

[18]   For Ausnutria PRC, in 2022, only records training delivered by Ausnutria Academy. In 2023, data scope has expanded to include the training data from the production lines of Ausnutria PRC. Thus, the respective performance in 2023 is not directly comparable to that in 2022.

Social performance (cont'd)

	Unit	2022[8]	2023[8]
Average training hours per employee by gender			
Female	hours	25.41	87.60
Male	hours	45.53	169.03
Average training hours per employee by position grading			
Top management	hours	22.76	12.67
Middle management	hours	30.77	134.62
Other office staff	hours	31.61	88.20
Operational staff	hours	43.72	233.80
Supply chain management			
Number of suppliers by geographic location[19]			
The PRC	number	57	68
The Netherlands	number	103	61
Australia	number	82	87
Other regions[20]	number	8	41
Community investment			
Total amount of charitable contributions	RMB	11,680,000	6,406,000

[19]   The Group constantly revisits the methodology to achieve higher accountability standards. For the preparation of 2023 data, the methodology to record and calculate the respective data has been updated to better reflect the Group's ESG performance.

[20]   "Other regions" refers to France, Germany, United Kingdom, Ireland, Denmark, Sweden and Italy.