

# Sustainability

## Performance Table

Environmental performance			
	Unit	2023 <sup>6</sup>	2024 <sup>6</sup>
Greenhouse gas (GHG) emissions			
Direct GHG emissions (scope 1) <sup>7</sup>	tonnes CO <sub>2</sub> e	16,612	16,878
Indirect GHG emissions (scope 2) <sup>8</sup>	tonnes CO <sub>2</sub> e	7,447	8,441
Total GHG emissions intensity <sup>9</sup>	tonnes CO <sub>2</sub> e/RMB million revenue	3.3	3.4
Waste generated			
General waste	tonnes	3,290	2,824
Rest milk	tonnes	11,132	9,065
Rest powder	tonnes	1,433	536
Non-hazardous waste intensity	tonnes/RMB million revenue	2.1	1.7
Hazardous waste <sup>10</sup>	tonnes	7	10
Hazardous waste intensity	tonnes/RMB million revenue	0.00092	0.00137
Waste recycled			
General waste	tonnes	2,834	2,353
Rest milk	tonnes	11,132	9,065
Rest powder	tonnes	1,433	536

<sup>6</sup> The performance indicators of 2023 and 2024 have expanded to include the Group's operations in the newly built Headquarters building in the PRC, Bioflag Huaian and Anhui factory, in addition to Ausnutria PRC, Ausnutria Netherlands and Ausnutria Australia, which is consistent with the reporting scope of this report.

<sup>7</sup> Since 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.

<sup>8</sup> The above-mentioned Scope 2 emissions in Sustainability Performance Table are calculated based on market-based method. The Scope 2 emissions in 2024 calculated by location-based method are 23,999 tCO<sub>2</sub>e.

<sup>9</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) calculated by market-based method.

<sup>10</sup> 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		2023 <sup>6</sup>	2024 <sup>6</sup>
Energy consumption				
Electricity purchased <sup>11</sup>	kWh		38,050,993	45,985,047 <sup>13</sup>
Natural gas consumption <sup>12</sup>	m <sup>3</sup>		9,234,011	9,438,776
	kWh		81,501,713	83,259,216
Total energy consumption	kWh		119,553,352	129,244,922
Total energy consumption intensity	kWh/RMB million revenue		16,195	17,460
Water consumption				
Municipal water supply	m <sup>3</sup>		641,070	91,023
Groundwater	m <sup>3</sup>		231,693	148,394
Total water consumption	m <sup>3</sup>		872,763	639,417
Total water consumption intensity	m <sup>3</sup> /RMB million revenue		118	86
Major packing materials used				
Paper and wood	tonnes		6,245	5,092
Tin metal	tonnes		6,255	5,958
Plastic	tonnes		2,207	1,868
Glass	tonnes		9.7	12.3

<sup>11</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 2022 published by the Ministry of Ecology and Environment of the People's Republic of China and National Bureau of Statistics of China ([https://www.mee.gov.cn/xxgk/2018/xxgk/xxgk01/202412/t20241226\\_1099413.html](https://www.mee.gov.cn/xxgk/2018/xxgk/xxgk01/202412/t20241226_1099413.html)), Australian National Greenhouse Accounts Factors published by the Department of Climate Change, Energy, the Environment and Water of the Australian Government and CO<sub>2</sub> emission factors published by the CO<sub>2</sub> Emissiefactoren, respectively.

<sup>12</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 Climate Change, Energy, the Environment and Water of the Australian Government (<https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf>) and The Netherlands: List of Fuels and Standard CO<sub>2</sub> Emission Factors published by the Netherlands Enterprise Agency respectively.

<sup>13</sup> The absolute electricity consumption of 2024 comparing to that of 2023 has increased due to business expansions. We will assess any feasibility to increase the energy efficiency regarding the productions in the future.

Social performance				
	Unit		2023 <sup>6</sup>	2024 <sup>6</sup>
Employee profile <sup>14, 15</sup>				
Full-time equivalent ("FTE")	no. of people		–	3,279
Total workforce	no. of people		3,569	3,160
Total workforce by gender				
Female	no. of people		1,846	1,652
Male	no. of people		1,723	1,508
Total workforce by age group				
30 or under	no. of people		1,080	770
31 – 40	no. of people		1,725	1,613
41 – 50	no. of people		468	525
Above 50	no. of people		296	252
Total workforce by position grading				
Top management	no. of people		44	36
Middle management	no. of people		1,029	904
Other office staff	no. of people		1,740	1,591
Operational staff	no. of people		756	629
Total workforce by geographic region				
Mainland China	no. of people		2,631	2,373
The Netherlands	no. of people		858	705
Australia	no. of people		80	82
Employee turnover <sup>16</sup>				
Employee turnover rate	%		61.19	42.15
Employee turnover rate by gender				
Female	%		60.02	36.38
Male	%		62.45	48.47

<sup>14</sup> The Group constantly revisits the methodology to achieve higher accountability standards. For the preparation of 2024 data, we record full-time equivalent ("FTE") in addition to total employee headcount.

<sup>15</sup> 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.

<sup>16</sup> 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 compared with 2024.

Social performance (cont'd)			
	Unit	2023 <sup>6</sup>	2024 <sup>6</sup>
Employee turnover rate by age group			
30 or under	%	76.94	58.70
31 – 40	%	62.20	43.21
41 – 50	%	47.22	20.95
Above 50	%	19.93	28.97
Employee turnover rate by geographic region			
Mainland China	%	75.98	48.93
The Netherlands	%	20.98	22.84
Australia	%	6.25	10.98
Occupational health and safety			
Lost days	days	58	28
Lost day rate	lost day per 200,000 work hours	1.50	0.85
Work-related fatalities <sup>17</sup>	number	0	0
Development and training <sup>18</sup>			
Percentage of employees trained	%	93	91
The percentage of employees trained by gender			
Female	%	96	94
Male	%	91	88
The percentage of employees trained by position grading			
Top management	%	54	58
Middle management	%	84	92
Other office staff	%	95	92
Operational staff	%	95	91

<sup>17</sup> The work-related fatality number in 2022 was 0.

<sup>18</sup> Ausnutria NL underwent business transition in 2024, resulting in decrease of training.

Social performance (cont'd)			
	Unit	2023 <sup>6</sup>	2024 <sup>6</sup>
Average training hours per employee by gender			
Female	hours	87.60	43.20
Male	hours	169.03	113.24
Average training hours per employee by position grading			
Top management	hours	12.67	28.44
Middle management	hours	134.62	26.79
Other office staff	hours	88.29	64.74
Operational staff	hours	233.80	181.06
Supply chain management			
Number of suppliers by geographic location			
The PRC	number	612	645
The Netherlands	number	61	54
Australia	number	87	95
Other regions <sup>19</sup>	number	45	46
Community investment			
Total amount of charitable contributions	RMB	6,406,000	2,632,000

<sup>19</sup> "Other regions" refers to New Zealand, France, Germany, United Kingdom, Ireland, Denmark, Sweden and Italy.